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VOL. LXXX No. 4 · CONTENTS · APRIL 1944

Jobs for Mental Patients ..... OLIVE E. DORMAN 115

Our Racial Refugees ..... ANNE O. FREED 117

Acquiring the Habit of Change ..... DORIS D. SWAIN 119

Looking at Ourselves ..... LAURA COLBY BARRETT 121

Planning for Youth ..... NEVA R. DEARDORFF 123

Entertaining Sick Soldiers ..... WALTER F. GRUENINGER 125

Membership Campaign Progress 127

Here in Washington ..... RILLA SCHROEDER 128

The Common Welfare 129

The Social Front 131
Education • For Veterans • Concerning Children • War and Welfare • The Public's Health • Jobs and Workers • Professional • People and Things

Readers Write 140

Book Reviews 141

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So They Say

• The difficult we do at once; the impossible may take a little time.—*YWCA motto.*

• Ignorance is seldom, if ever, a source of effective good will.—WILLIAM HENRY CHAMBERLAIN *in Harper's.*

• The war for freedom will never really be won because the price of freedom is constant vigilance over ourselves and over our governments.—ELEANOR ROOSEVELT.

• The aim which makes a people civilized is an ideal, something which they hope they can achieve but which they do not now possess. —ROBERT M. HUTCHINS, *President of the University of Chicago, in Fortune.*

• The best way to have interracial democracy is to practice it. . . . The least desirable means are those which treat interracial relationships as if they were race problems and as though they were theoretical and abstract.—*Two YWCA Secretaries in The New York Times.*

• Show me an impoverished soil, and I will show you an impoverished people. . . . The rise and fall of civilizations is largely a record of economic exploitation resulting in an impoverished soil.—DR. MARK A. DAWBER, *Secretary of the National Home Missions Council, in "Mountain Life and Work."*

• It is better to light a candle than to curse the darkness.—OLIVER WENDELL HOLMES.

• Beaten paths are for beaten men. —*Editorial in The Journal of the National Education Association.*

• The black man who cannot let love and sympathy go out to the white man is but half free. The white man who retards his own development by opposing a black man is but half free.—BOOKER T. WASHINGTON.

• We have, I believe, at long last, learned the lesson that we cannot grow richer if the rest of the world becomes poorer; and that the surest guaranty of our prosperity is the prosperity of others.—SUMNER WELLES, *former Under Secretary of State, to the Foreign Policy Association.*

• No nation can close its frontiers and hope to live secure. We cannot have prosperity in one country and misery in its neighbor, peace in one hemisphere and war in the other. . . . We shall never find security or progress within heavily defended national fortresses; we shall only find them by the greatest possible measure of cooperation.—ANTHONY EDEN.

• Into the closed mouth the fly does not get. —*Philippine Proverb.*

• The battle station for youth is the schoolroom.—COL. HANS CHRISTIAN ADAMSON, *U. S. Army Air Forces.*

• The war of arms will go, but the war of the human race for a higher destiny lies before us. — FIELD MARSHAL JAN CHRISTIAN SMUTS.

• In the degree that a man walls in his soul against his neighbor, his personality shrinks and he loses his capacity for the fullness of life.—*The Commission on American Citizenship of The Catholic University.*

• One must never forget when misfortunes come that it is quite possible they are saving one from something much worse; or that when you make a mistake it may very easily serve you better than the best advised decision.—WINSTON CHURCHILL.

• There is grave danger we will find ourselves in the contradictory position of supporting a world movement for freedom of oppressed peoples, while at the same time demonstrating in our own society that we do not possess the quality we would bestow upon the rest of the world.—DR. NOBLE Y. BEALL *to the Southern Baptist Home Mission Board in The New York Times.*

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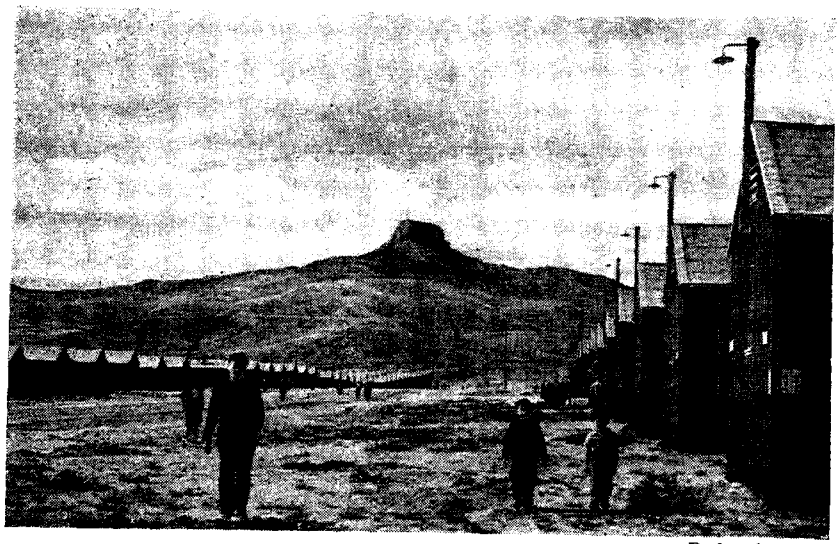

Parker for WRA

NEW HOMES—NEW FRIENDS

More than one fifth of the persons of Japanese ancestry evacuated from the West Coast two years ago have gone out from relocation centers, like that at the left, to resume normal ways of living in the East and Middle West. Center, children of a re-settled family find new friends; *below,* boys and girls attend the local high school in a midwestern community. (See "Our Racial Refugees," page 117.)

Mace for WRA

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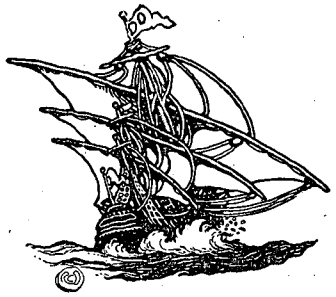

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Jobs for Mental Patients

The use of outside employment as a tool in rehabilitation is described by the psychiatric social worker of the Worcester State Hospital in Massachusetts.

OLIVE E. DORMAN

DURING THE PAST EIGHTEEN MONTHS seventy-five patients from the Worcester (Mass.) State Hospital for the mentally ill have been placed in private employment outside the hospital. Many of them are working in war connected industries, adding directly to the industrial manpower of the community. Experience with all of them is demonstrating methods of training, placement, supervision, and industrial cooperation that indicate how we can cope with the vocational problems of the increasing number of mentally ill men and women unable to withstand the wartime tensions of military and civilian life.

Thirty-three of these patients were diagnosed as dementia praecox; eleven, manic depressive; seven, alcoholic psychosis; seven, psychosis with psychopathic personality; six, psychoneurosis; and the remainder with various other forms of mental illness. Sixty-nine were men, and six women. Their ages ranged from sixteen to seventy-one years, and the positions which they are filling range all the way from newspaper work to chicken plucking, with the largest number employed in machine shops, hospitals, and restaurants. Residence in the hospital previous to placement varied from five weeks in one case to eleven years in another.

Only six of the seventy-five have had to return to the hospital, two because of physical illness, and four because of a recurrence of their mental symptoms. Fifteen have been completely discharged after making satisfactory adjustments for a full year; fifty-four are still under supervision, with from one to six months still remaining of their year's trial. Nine have received promotions or substantial increases in pay. Only two have changed their jobs, both moving to other cities for reasons recognized as legitimate by the hospital and their employers.

Human Drama

The problems of these seventy-five people are packed with human drama, and their backgrounds are as varied as life itself.

Bernard, for example, has been a machinist for many years, a master mechanic in fact. About five years ago he retired to a small farm, from which he planned to support his family. But they could not accept the radically reduced income, began to nag, and he in turn started to drink heavily, and was sent to the hospital, where he spent two years. Thirteen months ago Bernard was able to leave the hospital, returning to his old trade in a defense plant. His employer is now begging for more men like him. Bernard has decided that this is no time to retire, sees that he is needed to make parts for machine guns—perhaps for his two sons to use in North Africa. His eyes sparkle as he tells how he has supported his family, paid off the farm mortgage, and bought nearly a thousand dollars worth of war bonds thus far. Discharged from the hospital books a month ago, he has had a year of excellent adjustment, with no drinking.

Woodrow, an illegitimate child, undersized and appearing much younger than his years, was filled with feelings of inferiority when admitted to the hospital. He had wanted to finish high school, but when he was fifteen his stepfather insisted that he secure a work permit and go to work. When he did so, the stepfather took his pay envelope, giving the boy a quarter once in awhile. Feeling himself caught in a trap, Woodrow attempted suicide. He was sent to the state hospital from a general hospital. In a few weeks, when he became less interested in ending it all, and psychological tests showed a capacity that warranted further schooling, a job was found for him in a defense plant, where he could work afternoons and Saturdays, and attend high school in the morning. Earning $32 per week, he had more than 25 cents in his pocket for the first time in his life. With some guidance on his budget, he was able to buy war bonds, clothing, and help a younger stepbrother remain in

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school, with no expense to the stepfather. Woodrow is now discharged from the hospital, and will graduate from high school in June of next year. His feelings of inferiority are gone, and he has found his place in the world.

Gerald is a boy of nineteen, of limited intelligence, from a poor and unhappy background, unwanted by a stepmother, and by his weak, alcoholic father. A total misfit in school, and unsuccessful in numerous jobs, he finally felt "he would be better off dead," and attempted suicide. He was a serious behavior problem in the hospital, but an attendant became convinced that Gerald had the ability to learn a trade of some kind. After vocational tests, the psychologists felt that common labor was about all that he could do. Gerald, however, was willing to do anything, as long as it was in a war plant. He is now working happily, helping to build chains for Uncle Sam's biggest anchors, "maybe for a warship," as he says, and adds, "Ain't that something? And I bought four war bonds so far, and got a few dollars in the bank." He definitely does not wish to die.

Roger always liked to tinker with clocks, radios, and electrical things, but usually succeeded only in pulling them apart. His family had little patience, and constantly tried to mold him into an exact replica of his superior and orderly brother. Confused and resentful, Roger finally decided they were banded together to do him actual harm. An attack on the brother, whom he had come to dislike and distrust, resulted in hospitalization. He was very ill for several months, received shock treatment, and made a good recovery. At his own request he was given work in the hospital radio room. Then he decided he would like to do radio repairing. After a course at a school, he was put in charge of a small radio repair business which is now running very successfully. He is in great demand, of course, and his 4-F classification assures his neighborhood of good radio repair service for some time to come.

Preparing the Patient

In reviewing the success achieved in returning these people who have been mentally ill to normal and satisfactory vocational life, it is obvious that no single factor accounts for the successful results. Success in each instance came from a systematically planned procedure, beginning as soon as the patient entered the hospital, and utilizing every available skill and resource.

An employment history is carefully compiled for every patient at the time of his admittance. The patient's ambitions, aims and ideals, work preference, as well as his reaction to past work situations are studied, and any connection between his former employment situation and the present mental illness is discovered. The employer is interviewed and his interest enlisted from the first in the recovery and possible reemployment of his former employe.

The patient is assigned to work within the hospital, an assignment that is written out and treated as a prescription from a doctor. This work prescription is determined by the occupational therapist and the psychiatrist, who keep in mind the practical opportunities offered by the hospital's set-up, the patient's work history, preference, needs at the time, and the work he hopes to do when he leaves the hospital on trial. Often this prescription is changed from time to time as the patient progresses. When he is well enough to be placed in a parole ward, and have the freedom of the grounds, he, himself, assumes responsibility for reporting daily to his work, instead of being called for by the therapist.

Careful grading of the daily work of each patient is an important part of the plan. All employes of the hospital, under whom the patients work, understand that they are helping carry out a plan of treatment, under the supervision of the psychiatrists, the occupational therapists, and other trained technicians.

The Trial Visit

The social worker is in touch with patients and relatives during all this period of hospital treatment and training. As early as possible the patient is encouraged to begin the formulation of plans for future work outside the hospital. If his old work is not advisable he is given to understand that he may learn in the hospital to do many things which will equip him for work on the outside—as porter, attendant, gardener, dairy man, laborer, kitchen man, engine room helper, painter, tailor, farmer, baker, and others.

When the staff decides that the patient is ready to go out on a trial visit, the social worker talks with him about his work preference. If he wishes to return to his old job, and there is no reason why he should not do so, the social worker contacts the employer, who may come to the hospital for a conference. If there will be financial strain in the family until the first week's pay check is received (often ten days or two weeks after the work begins) some temporary assistance usually can be arranged through a social service agency. If the patient is single, he may receive a loan from a fund given the hospital by a former patient.

If for any reason the patient must seek a new field of employment, the social worker discusses various possibilities with him, and when he reaches a decision, she contacts the U. S. Employment Service, or the employment manager of a factory, restaurant, or other place of business. Although the diagnosis in the case is held in strict confidence, she tells of the hospital's interest in the patient, explains his apparent skills and work preferences, and the strains that must be avoided. The patient then goes to the employment office with a note introducing him to the person with whom the worker has talked, and who is already interested in him. Since the patient understands this, this knowledge serves to remove from his mind the apprehension that, sooner or later, his employer will find out about his having been in a mental hospital.

Usually no one but the employment manager in the prospective work place is told about this.

Supervision

The social worker continues to see the patient at least once a month for a year, sometimes more often for the first two months. She also keeps in touch with the employer. Thus many small difficulties in adjustment, if they exist, can be ironed out in the beginning. The employer is helped to see danger signs signaling a recurrence of illness, and may consult the social worker or patient's physician at any time.

The patients' leisure time problems usually have been worked out satisfactorily within the first month or two, although some cases have presented problems. Many of them have joined the YMCA, some have taken evening courses which would assist them in their work. One young man is taking charge of the small boys game room at the Boys' Club, one girl takes an evening course in hair dressing, two girls work as nurses' aids three evenings a week, one man plays in an orchestra twice a week, and a young man is finishing high school in evening school.

Employment in defense plants brings a tremendous lift to many men, depressed by their 4-F classification under selective service. Even men working in restaurants, on farms, and in other places where they are replacing men in service, feel that they are being of some help to the war effort. Nearly all of these former patients have been buying a substantial number of war bonds and stamps—one has purchased $1,900 worth in eleven months. The opportunity to be self-supporting and to have good clothes is also

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a new and uplifting experience for many.

Patients report back regularly to the hospital while they are out working and their success has been an inspiration to others not yet well enough to go out. They encourage and help the other patients to put forth a greater effort to get well, in order that they also may go out.

Tribute is due the employment managers and foremen in the factories, and the personnel men at the U. S. Employment Service, who have cooperated with the state hospital in the program. These are unusual times, and never before has industry been so willing to take mental patients. On the other hand, this is a golden opportunity for the hospital to show industry that mental patients can be valuable to industry in peace as well as war. The patients realize also that the attitude of their employers depends on their efforts.

Industrial Cooperation

Out of their experience, employment managers who hire these men and women have come to the following conclusions:

1. The hospital must give the employer adequate facts about the patient. This makes for better understanding, and prevents the employer from giving the patient too much responsibility, or the wrong kind of job. Also, the employer needs to understand that he may consult the psychiatrist and the social worker at any time. With the patient himself, these make a team of four working together to enable a sick person to become a valuable industrial asset.

2. State hospital patients make excellent workers. They have been trained in the hospital set-up in punctuality, efficiency, and initiative. They remain on the job.

3. Frequent conferences with the social worker and psychiatrists over specific questions have given the employers an insight into the problems of mental illness, as well as of the behavior of other employes who have never been in a mental hospital.

The program has created in the city of Worcester a real interest in occupational rehabilitation of the mentally ill, which should make it easier to develop sound plans for the industrial absorption of men with neuropsychiatric disabilities, discharged from the armed forces. Industrial and other community leaders have seen that careful preparation for a job, good supervision during a trial period, and close cooperation between the employer, patient, psychiatrist, and social worker, produce good results. Here is a pattern for the future in which the city can have confidence.

Our Racial Refugees

ANNE O. FREED

A community analyst for the War Relocation Authority tells why individual attention is necessary in replanting lives uprooted in the mass.

TWO YEARS HAVE PASSED SINCE OUR government sanctioned the first large scale forcible movement of population ever attempted in this country—the evacuation by the army of 110,000 Japanese and Americans of Japanese descent to the interior from their long established homes on the West Coast. [See *Survey Midmonthly:* "Evacuation, American Style," April 1942, "Evacuation, American Style, Part II," October 1942, "In the Relocation Centers," January 1943, by George D. Nickel; and "From Barbed Wire to Communities," September 1943, by Clarence E. Pickett and Homer L. Morris.] Announcements from the beginning indicated that though the evacuees were to be held in camps without regard to their citizenship or record of loyalty, such internment would be only temporary.

Yet today the large majority of persons, both Americans and aliens, who were thus uprooted in the spring of 1942 are still living in segregated colonies, known as relocation centers. This is in spite of the fact that since October 1942 the government, through its administrative agency, the War Relocation Authority, has been bending efforts to help the evacuees (except a few "disloyal" and their families, who have been congregated in one camp), to take up normal life again in normal communities away from the Western Defense Command. What is it that makes this progress of resettlement so slow?

A Problem of Individuals

Social workers will perhaps not be too puzzled by this question, for they know that any program involving people as individuals cannot produce results overnight. And "the powers that be" have found that though it was possible to uproot with ease in the mass, replanting can only be effected successfully on an individual basis. Thus the government finds itself involved in an intricate job of social work.

In the beginning, when the WRA initiated its resettlement program, it was thought that jobs and the promise of a receptive public were all that was needed to induce the evacuees to pull up stakes again and leave the centers. But events proved otherwise. Even when the manpower shortage made jobs plentiful and lessened antagonisms, the numbers leaving the centers remained small. Those who did venture forth tended to go out singly, leaving their families behind.

It became clear that consideration had to be given to deeper and more basic factors if the program was to be successful—that it would not amount to anything if approached on an unindividualized, mass basis. To break down resistance of the evacuees toward going out in the world again, it would be necessary to understand and reckon with the effects of evacuation on individuals and families.

From 1884 until the Oriental Exclusion Act of 1924 the Japanese freely emigrated to this country. Most of them came as laborers. By 1940, approximately 110,000 persons of Japanese ancestry were residing on the West Coast, 70 percent of them American born and thus American citizens. Most of the citizens had never been to Japan, few knew the language, and on the whole they were an Americanized group. The non-citizens, or *issei,* who had been born in Japan, had finally achieved a modicum of security after years of struggle in this country. They were pleased to witness the graduation of their children from American schools and universities, and the exercise by their children of their privileges and rights as American citizens. The *issei* could not be naturalized, since our laws prohibited that. Nevertheless, they could point with pride to their low delinquency and relief rates and the high educational achievements of their children.

Then came Pearl Harbor! The Japanese Americans were as stunned and shocked as the rest of the American public, and were, in addition, gripped with fear. They were aware of the fact that the hostile attitudes of many persons on the West Coast would most likely become more crystallized. But when the evacuation was ordered several months later it was more than they had expected. The *nissei,* the American citizens, were to be included. This they had never anticipated.

The blow was made worse by the fact that in the exodus from the West Coast they sustained serious economic losses. Their properties, which they struggled years to develop, had to be leased or

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sold, usually at a loss. Their personal belongings had to be stored away. Their businesses had to be dissolved permanently or suspended for the duration.

Some of them questioned the consistency of evacuation with our democratic principles; others looked on the movement as a necessary and even a protective act. But all were shocked by the new life before them in the isolated relocation centers. Their economic security was gone. Their sensitivity to racial discrimination was intensified and deepened.

The Relocation Centers

These new, artificial communities are leaving an imprint on the people and contributing to their resistances to resettlement. The real insecurity of the evacuees is camouflaged by the superficial security found in the dependent life of the center. Ironically, its inhabitants, feeling that the centers offer them economic and social security against the outside world, are developing a wardship attitude toward the government. Their search for security is paramount in their motivations.

The type of life a relocation center offers is not conducive to the development of individual independence. It tends rather to deter individuals from resettling. It does this first by bringing to a halt the progress toward assimilation into American life, at a time when anxieties and tensions have been heightened and exaggerated. Then it threatens family standards through overcrowding and poor housing conditions, and in many instances economic destitution, and the result is a weakening of parental control. Parents are beginning to observe for the first time the development in their children of delinquency and anti-social behavior patterns. School interests and work habits are deteriorating. Finally, center life encourages the slow development of a caste system setting off the Caucasian appointed personnel from the evacuees.

These factors have heightened the people's insecurity and have paralyzed their ability to plan their future for themselves. Instead of seizing the opportunity to leave, they build up a resistance to resettlement. Many have become suspicious. They fear the unknown. They prefer to sit and wait. They fail to recognize resettlement as a practical opportunity to regain their democratic rights.

Recognizing the significance of these resistances to resettlement, WRA has recently inaugurated a counseling program at each of the nine relocation centers. Social workers are now employed to work with families, thus giving them opportunities to discuss individual attitudes, fears, and needs. This attempt to extend help on an individual basis to evacuees facing the problems involved in the readjustment is a new and important step in the WRA program.

Strangers in Town

But the counseling and social work begun at the relocation center cannot end when families leave the center. When they enter new communities, as they are now doing, they are faced with numerous problems of adjustment to the world outside, a world which has changed radically since they left it. Since adjustments are not easy to make, the assistance that can be rendered by community social agencies will, in many instances, be needed.

Many of the evacuees, of course, are able to handle their own problems. But some are bound to be confused by the complexities and difficulties of their new life. They arrive in a strange city fearful of an antagonistic public, hesitant to introduce themselves to the people, sensitive, yet wishing desperately to become integrated into the community. Having suffered discrimination on the West Coast, having lived in "Little Tokyos" in many of the cities, and having been subjected to evacuation, they naturally expect to meet with antagonisms. Actually, many of them have found a more receptive attitude in the Middlewest and East than they had previously experienced in the West. Even so, the fear often persists, underlying all the individual's actions.

Many *nissei* have developed the opinion that no more "Little Tokyos" should be built up, and that they themselves should become an integral part of the Caucasian dominated community. This fundamentally sound goal may for some *nissei* develop into an obsession, and lead them to a complete rejection of their own group. For others, who are insecure with Caucasians, it may lead to an avoidance of social contacts in spite of an inner longing for acceptance.

The parents of the *nissei* naturally find it hard to accept this point of view. Although they recognize the tragic significance of the establishment of "Little Tokyos," they suffer when they see their children dispersed. They wonder where their daughters will find husbands; their sons, wives. They too, wish to be accepted in the American community along with their children. But they realize because they are "aliens" they will never be assimilated and accepted. All they ask is the opportunity to support their families and to live among a few friends with whom they can share old memories and a common language.

On the other hand, the *nissei* usually do not know how to approach communities which are new to them. They are not an aggressive group. They need adequate social expression, as well as good housing and a satisfactory job, but they will not take the initiative in finding the means for such expression. Until the organizations in the community step forward and invite them to participate, they will remain aloof. They need assurance that they will be accepted.

On Their Own

Because so many *nissei* have left their families behind and are tackling resettlement by themselves, their youthfulness poses a serious problem, requiring attention and assistance. Most of them have never before been away from home. Their strong paternalistic families kept them close to the family group. Decisions and discussions were made on a family basis. Now, upon relocation, they find themselves alone. Their families have remained in the projects waiting to see how they make out in the world outside. Still hardly more than adolescents, they are faced with the newness of their independence as well as a strange environment. In some cities a few of them have taken up the ways of "zoot suiters," a reaction which is symptomatic of the conflict taking place within them.

It is not only in their social adjustment that these very young *nissei* experience difficulty. Facing responsibility without parental guidance is new to them. For many, the jobs which they take up in the new communities are their first. They were in school just prior to evacuation or had just begun to work, and had not yet learned how to accept the responsibilities and demands of a job. With their new jobs, too, comes the necessity of knowing how to manage money and to budget and plan for themselves.

These problems are typical problems of adolescence, but the *nissei* in numerous instances face them alone, with no guidance. To be sure, many of them manage very well. But others need help before they will be ready for full independence. Even some older *nissei* face these problems, to a lesser degree, as they, too, are experiencing their first complete separation from their parents. From now on, as the evacuees resettle in family groups rather than singly, some of these problems may be eliminated. But there will probably always be the conflict between the second generation children and their foreign born parents.

In addition to the social and personality needs of resettling evacuees, their economic needs must be considered. After

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a year or more on a project, family finances have in many cases been depleted. Although grants are given by WRA on the basis of need to persons leaving the center, amounts are small. Many evacuees need an entirely new wardrobe, money for the first month's rent, and for food until the first pay check comes in. Sometimes, where furnished apartments are hard to find, they need money for furniture. Furthermore, they have no protection against illness.

Local public agencies can obtain funds through the Social Security Board to help both citizens and aliens of Japanese ancestry when financial assistance is necessary. But few Japanese Americans were ever on relief before evacuation, and they dread such an experience now. Except in cases of illness, only in rare instances have those who have resettled turned to the public agencies for assistance. However, the number may unavoidably increase until such a time as these uprooted people have been able to integrate themselves into the community and build up their resources.

The adjustment of the evacuees, American citizens and their alien parents, is not only an individual problem, but one of concern to the entire American community. Every institution and agency in a community to which they come to seek a new life has an obligation to help the newcomers become part of the community. This welcome should be extended by the churches, the social agencies, and the business, labor, and social organizations of the city. These people are returning to American life, to contribute to our society and to the prosecution of the war against fascism. They are a part of our country. They are our racial refugees, but they have something to offer to the community.

Acquiring the Habit of Change

DORIS D. SWAIN

How one social agency adapted itself to new needs, as told by the executive secretary of the Children's Home, New Brunswick, N. J.

In the early spring of 1940, passengers on the streamline train riding through the industrial town of New Brunswick, N. J., might have caught a fleeting glimpse of a large, graystone building, surrounded by a high brick wall on two sides and a tall hedge in front. They might even have seen that this was the Children's Home. But that momentary glimpse could have given them no picture of the life of the fifteen boys and fifteen girls who were rattling around in high ceilinged rooms devoid of color and furnishings, nor of the half of the rooms that were not in use, nor of the well meaning matron and her two assistants who were attempting to do what they could for this segregated colony of the oncoming generation.

Four years ago life went on in that institution unchanged, day in and day out, just as it had for many years, just as it has gone on and is still going on in many old and honorable children's institutions throughout the country. The world changes, new community needs develop, knowledge of what to do for children increases, but innumerable institutions stand, with their glimpse of the passing scene no less fleeting than that of the railroad passengers.

But the past four years of this New Brunswick Children's Home have demonstrated that this need not be; that flexibility of program can substitute for the rigidity of tradition, that change itself can become an accepted habit.

The Beginning

In 1940 the Children's Home had a small budget. It would only take children between the ages of five and twelve. No more than ten new children had come in during the previous year. Because new legislation had made possible more flexible policies, the public agency was taking care of many children who formerly would have come to the Home. At times, the staff of the Home was desperate for more children.

Yet there was no other private children's agency in New Brunswick. Need for the foster care of children under five years was steadily increasing. The community was gradually becoming aware of gaps in its services for children. A community committee had been appointed to study the general situation.

Although the board of the Home was ingrown, with vacancies usually filled from members of the same family, the agency was fortunate to have as its new president a young matron with a Master's degree in psychology. She came into office in the traditional manner, both her father and her mother having been members of the board. But she had vision and foresight. She had children of her own, and knew something about the kind of care that children needed.

The New Plan

Under the new leadership, the board came to see something of the community needs that were not being met, and to learn of the national trend towards foster home care and the use of institutions as study homes for the observation of cases presenting complicated problems. The board members decided, therefore, to sell their building, purchase a modern house in the residential section of the city, and adopt a two-fold program to care for children in foster homes and use the new building as a study home for a limited number of cases.

The plan for the study home made it easier for the board to accept the whole idea. The members did not see this as much different from their old institutional program, except that a smaller number of children would be under care. Moreover, it gave a ready answer to the troublesome question of what to do with the matron and her assistants, who had been with the agency for nearly twenty-five years.

So in January 1941, the agency moved into the new residence. The old staff was put in charge of the study home, and a trained social worker brought in to develop the foster home program.

Overcoming Difficulties

Of course there were a great many difficulties, and the days ahead were trying ones. The old members of the staff resented the presence of a new worker who was constantly moving children out of the institution into foster homes. The budget was not sufficient to develop either the foster home or the study home program to a point which would make an impression on the community. The community had difficulty in understanding a foster home program operated by an agency which seemed to be running an institution.

But the greatest difficulty lay in the fact—which early became obvious—that the study home, as the board had conceived it, was not needed in New Brunswick. This was carefully pointed out at various board meetings, but the board had committed itself to this program, invested the agency's money in a building, and

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saw no other course than to proceed as planned.

Interpretation of the foster home program proved the thread that unraveled at least a part of these difficulties. In meeting after meeting the social worker gave case illustrations of the kind of problems that were coming to the agency. Gradually the board members became aware of the needs of children about whom they had previously known little. They were finally sold on casework, and in January 1942 an additional caseworker was added to the staff.

Interpretation

This was not done by maintaining that the casework method was the only method to use in working with children. It was accomplished by bringing facts constantly to the attention of the board; by telling the story of what each child's situation was before and after he left the institution; by explaining the practice of carefully selecting foster homes to meet the needs of individual children. The board was told how the children themselves were full of all sorts of weird ideas as to what would happen to them in foster homes, and how no placements were made until the confidence of the child had been obtained. The worker pointed out that some children were permitted to visit their friends who had gone to foster homes, while others in foster homes frequently came back to the institution for meals and visits, so that the whole process was a gradual one, as drastic moves for children must always be.

Members of the board came to understand that the children's own parents had to be reckoned with. Most parents, it was explained, were apt to feel guilty at the proposal to place their children with a substitute parent. They were more resistant than the children themselves, and it took long interviews to explain the advisability of the plan. In many instances, their child's own request was the influencing factor. Some parents made arrangements to take care of their own children which worked out to the child's advantage. Members of the board were amazed to see how frequently relatives turned up at a time when plans were being made to take the child out of the institution and put him in a foster home.

It was comparatively easy to show the board that a larger case load could be carried in a foster home program than in the institution. Foster homes could take care of whole families, including infants, whereas the institution had been forced to close its eyes to younger children. The board members saw that the new program was more successfully meeting the needs of the children of the community.

While all this had been accomplished in a little more than a year, there still remained the study home. It was clear that this part of the plan had not worked out satisfactorily. The old staff had not accepted the idea of foster home placement, and could not look upon the children as individuals. It was not able to handle difficult children, nor to adjust to a changing population. There was no psychiatric help. A psychological clinic was available, but the staff could not always carry out the treatment plans suggested. The practical result was that most of the children in the institution were children with ordinary, everyday problems who could easily be placed in foster homes. In the summer of 1941 the home, with a capacity of twelve, was housing only three children. The fall of the year brought a few more children, and raised the population to eight or nine. In June 1942, the lack of sympathy with the foster home program on the part of the institutional staff brought about the resignation of the matron, assistant matron, and housekeeper. The board, however, was still attached to the study home plan, and engaged a new house director, with the hope that she could make it work.

Although she had a good understanding of the problems of childhood, the new house director was not equipped to make the careful studies indicated. The board was not willing to pay the salary necessary for more highly trained personnel. To handle additional children in the study home would require additional casework facilities, and the budget would not permit this. As a result, again in the summer of 1942 the study home housed only two children. The overhead still continued, and the community was not willing to finance a house with a capacity for twelve which contained only two children. The situation called for realism, and the board was faced with the necessity of deciding about future plans.

Another Change

By November 1942 the present war was well under way, and the agency was getting many requests for care of children of working mothers. This expanded community need seemed to offer a way out of the dilemma. A proposal to convert part of the study home into a day care center for children of working mothers was placed before the board. The plan was accepted unanimously, and the community seemed eager to go along with it.

However, the plan still called for six beds to be used for children for study purposes, for the board was as yet unwilling to scrap the study home program completely. However, the board members were willing and anxious to use their building for a war emergency program. The community, on its part, was not willing to put up additional funds for the operation of the study home, but was willing to invest funds to engage a nursery school teacher to meet a need which was clearly evident.

Fortunately, it was easy to adapt the study home for use as a day care center. Few alterations were necessary and it was possible to cut down the adult equipment to pre-school size at a low cost. By March of 1943, the day care center program had become so successful that the board was more than willing to abandon the study home program entirely.

In May of 1943, the Community Chest upon which the agency depends for its financial assistance was willing to provide funds for an additional caseworker and nursery school teacher. Measured in dollars and cents alone, the agency had progressed from an operating budget of a little more than $9,000 in 1939 to one of $21,000 for 1943, with a proposed budget of $27,000 for 1944. The community had been willing to pay for a program which seemed necessary.

The Habit of Change

Progress in this community agency has been rapid, but there has been a natural sequence in the steps taken. It might not have been possible to take any of them if the time had not been right. Quite probably they would not have been taken if interested persons had not used every available opportunity to exercise their leadership, and been willing to make drastic decisions when necessary.

The agency is now operating smoothly and efficiently. Its resources are being utilized to the utmost, to meet the needs of the community. The community understands and accepts the program. The vested interests of the board are satisfied—its building is being fully utilized. Board members have come and gone, but each is more fully aware of the job to be done and of his obligation to the community. The staff members are aware of their contribution and work together on the job with the needs of each child ever before them. The function of the agency is primarily foster home placement, with day care added as a war emergency program.

After the war—what? That remains to be seen, but we are sure that this is one agency sufficiently sensitive to change to meet new demands as they arise. It is hard to forecast what those will be in the postwar world. However, an agency, having once acquired the habit of change, is bound to move with the changing needs of childhood.

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Looking at Ourselves

LAURA COLBY BARRETT

Some of the danger spots in social work, reviewed by an intake supervisor of the Central Queens Chapter, American Red Cross, New York.

SOCIAL WORK TODAY IS LIKE A TOMATO plant reaching green leaves toward the sun while some of its large red fruit rots quietly at its base. It is in the brightest and the potentially darkest period of its life as a young, not-wholly-accepted profession. It has a fine opportunity to prove itself because in the present wide demand for its service it is meeting a large sector of the public. But it is in a dangerous position because of serious soft spots.

One of these spots is its social connection with "charity." Social agencies should know by this time that a nation that has always believed in independence and self-help hates the idea of "charity," of being given something for nothing. Yet we continue to enhance our agency's handicap by clinging to ancient titles in which "charity" is the most prominent word. At the same time, we try to put across the idea that we do more than hand out funds to the indigent, as the titles of our agencies loudly and explicitly proclaim. Then we complain that we cannot make the public understand that social workers are trained professional people who are able to give practical help with personal problems.

Moreover, the offices of many social agencies scream "charity" by their very appearance. I have gone about enthusiastically slapping gay travel posters on bare walls of my own offices, but that was not enough to dispel the heavy air of discouragement and punishment. Some agencies have improved within the last decade in this respect, but not enough of them.

Wrong Attitudes

Another soft spot is in the reception and treatment of clients. Too often, the manner in which the client is received into the agency—particularly into a public welfare office—is lacking in professional dignity, to say nothing of ordinary graciousness and decency. Applicants in some offices are treated as though they had committed a major social sin, under a system that regards them as guilty (applying spuriously) until they are proven innocent (honestly in need).

On the other hand, many workers qualify eminently in courtesy, but have a terrible politeness, a terrible objectivity. Objectivity is, of course, a professional rule or "imperative," but it is sometimes carried to such an extreme that younger workers feel a great sense of guilt if they "over-identify" with a client. Since warmth (or ability to "identify with") is also an imperative, the worker becomes embroiled in conflict over the balance between these two requirements. The client in the meantime is out in the cold.

Perhaps there would not be so much stigma attached to applying for public funds (or to private agencies) for the basic needs of food, shelter, and clothing, if each applicant had always been treated with courtesy and respect. A man may go through intense agony when he must call in the public fire department, not because he is asking for public assistance and cannot bear the social stigma, but because his house is burning down. But when his personal house is on fire, and he must ask for assistance, he suffers because he is hungry and cold, sick and upset, and also because of the damning place such application gives him in our social system. The social work profession must take some responsibility for this state of affairs.

Flexibility Needed

A conversation I chanced to hear recently illustrates another "soft spot," which is our lack of flexibility in meeting new needs. Two social workers were talking together in a restaurant. (You could tell they were social workers because the same words, "neurotic," "guilty," "hostilities," "problem," "casework" recurred resolutely throughout the entire meal.) The one with a green feather in her hat said:

"The Northtown Bureau of Charities phoned us the other day because a soldier on furlough had applied for a loan to help his wife until his next payday. The agency was doing casework with his wife, who was very neurotic. They told him they couldn't *lend* him the money, but they could *give* it to him. He insisted, 'But I just want to borrow; I want to pay it back!' When they said they were sorry they couldn't give loans, the soldier said he didn't want anything from them. So they wanted to refer the whole case to us for one week!"

The one in blue said, "You mean they would put the family through all the paces of making another application so that they could get help on a loan basis?"

The green feather said, "Uh, huh. I asked them, 'For heaven's sakes, isn't your agency able to give a loan?' The worker told me, 'I'll have to ask my supervisor. It's not our policy.' I said, 'Well, supposing someone to whom you've given money wants later to pay it back?' She said, 'I don't know. We've never been faced with that problem.' Can you beat that? I said to her as politely as I could, 'Nuts to you.' "

A great deal could be said about inflexibility, but it would take another article. Mores are rapidly changing. If social agencies are going to meet the nation's current and future needs, they must be ready for anything. It will be necessary to paddle out from the backwashes of precious discussions of casework methods, theories, and outmoded policies. It will be necessary to make some realistic contact with what's going on in the main stream.

Our Quarrels

Our fourth danger spot is lack of coordination within the profession. Although "cooperation" and "coordination of services" are words we use a lot, social workers have actually not distinguished themselves in this respect. Councils of social agencies have been organized in a number of places, but within them there is often a noticeable lack of cooperative spirit. It is trite to observe that this is not the time for inter-agency quarrels. Yet this is one of the main dangers at present. The most vitriolic hostilities between private and public agencies, group-work and casework, children's agencies and family agencies, often take place under a thin veil of amenities and verbiage which fools neither of the warring parties.

Private agencies that have been the forerunners in establishing good casework standards are sometimes suspicious of rapidly growing emergency organizations that have had to accept less well trained people because of the shortage in professional workers. Yet some of these emergency agencies have more prestige outside the profession. In such suspicion, some agencies reflect the insecurity of the profession and their own resentment at the wartime agency's high status in the community. It perhaps arises from the fear that professional standards, hardly won, will be pulled down.

Sometimes a spirit of rivalry is crystallized when a referral is made. Objections are raised because too many cases are referred to an agency, or because not enough are referred. The crucial point in inter-agency quarrels seems to be that where money-giving is involved, enthusiasm is slight; where there is no question

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of relief, but only of casework services, clients achieve a sudden popularity.

This queer attitude toward money-giving seems to indicate a great deal of confusion on a subject which badly needs clearing up. If the profession is to gain in stature, and possibly even to exist, hostilities between agencies must be resolved or held in check in the interests of a good working relationship, in the same way that the social worker must submerge any antipathies she might feel toward a client. A good working relationship means tolerance and helpfulness, friendly offering of assistance in consultation, and an eagerness to use all community resources.

The need for coordination of services is particularly acute today in order for social work to be of service to ex-servicemen. Their experience with social agencies now and after the war will have vital significance for the profession. The experience of future ex-servicemen's families *now* has the same significance. If, because of lack of coordination, an ex-serviceman receives five welcome home letters but no service, we can hardly expect the profession to thrive on esteem.

Telling Our Story

A fifth danger spot has been a headache to the profession for years. We no longer live in a primary society where people in the community come face to face with the pitiful plight of the Widow Jones and her eight children. In our secondary society it is necessary to tell tear-jerking stories (called by the late Captain William Henderson, "manipulation of pathos") to get people to help out such unfortunates. We proceed on the theory that people have to cry before they give. Our money raisers must make them feel sympathy and pity for someone they have never seen. Therefore, the man-in-the-street still thinks of the social worker in terms of the stereotyped flat-footed reformer who helps the poor and needy with a somewhat dour hand; or he thinks of her as a Lady Bountiful sweeping through the slums in perfumed furs.

On the other hand, we social workers think of ourselves as clear-eyed professionals who are able, through natural bent and professional training, to help people help themselves. We see financial need as merely part of many inextricably interwoven problems. At our best we make fullest use of our capacity to help other people, and get as much satisfaction out of using this talent as the artist does his.

But how to bridge the horrible gap between what we do, and what the money raisers have to say we do? Somehow, helping people to help themselves has got to be made as interesting and vital as giving out cash and tears to Widow Jones.

We social workers have ventured only a little way in explaining the full purpose and content of our profession. True, society has not been ready to listen, and we have not wanted to bore anyone. Maybe the story of what we do is boring compared to the Widow Jones. If so, we must find a way around it.

Now and after the war, personal problems will reach a fantastic high. Sources of practical help, such as consultation bureaus manned by social workers, will be able to help only if they can secure support on a realistic basis. Now, when innumerable problems are besetting people from all sections of society, the public may be more ready to listen to the story of social work than before.

Standards and Working Conditions

A sixth soft spot lies in the danger of lowering professional standards in this period of staff shortages and expanded activities. Emergency organizations must be careful to hire supervisors who are professionally trained and who are able to give thoughtful supervision and help to those with lesser professional background. They should make it possible and easy for those who need additional training to get it.

"There's a war on" is not a justifiable answer to low wages, and overtime in unreasonable amounts. If workers are overworked and underpaid, they will be unable to do good work and to interpret what they do properly. Listening intently to people's problems day in and day out is an emotional strain of considerable proportions. If a worker is tired, irritation will creep, willy-nilly, into the calm even voice recommended in her training.

The national emergency can be used against the profession as it has been used against labor. "But this is war!" is often an effective cover for unwillingness to pay wages commensurate with education and training and with value received. Social workers long have been underpaid in relation to other professionals. Now is the time to bury once and for all the mildewed attitude that "charity workers" should work for nothing—a hangover of the era when benefits were doled out indiscriminately by untrained people.

Of course, we social workers realize, as all professional people must, that the needs of human beings cannot be forced into a time-clock schedule and that therefore our hours will probably always be irregular and include a certain amount of overtime.

The social work profession cannot be completely acquitted of blame for the low status of the public welfare programs in many parts of the country. Part of the difficulty lies in the fact that some administrators will not stand by their own programs. For example, there is the public welfare director who remarked recently that it was a "disgrace" for the serviceman's family to receive public assistance. This statement unwittingly reflected society's attitude to his agency's disadvantage. It also negated the hard won social work principle: public assistance is a right. If public welfare officials will not stand by their own programs, and see that they are administered in such a way that they will not be a disgrace, who will?

The rise of any profession is possible only when a sizable sector of society values its services. The first sector to esteem the services of trained social workers was the "upper stratum" which viewed social work as the most efficient means of administering relief to the needy in the "lower stratum" and of maintaining the status quo. With the depression and the spread of need, relief became, theoretically at least, a right. But even then, if a "self-respecting" man went outside the close group of family and friends for help with personal problems (financial or otherwise) he was thought to be on the downward path.

Since the beginning of the war, the Home Service Department of the American Red Cross has shown promise of becoming the spearhead of the professional thrust. No loss of self-respect is attached to calling at its offices. The social workers in its employ have a special privilege and burden . . . of carrying social services to a large unselected group of people. The way they handle their responsibilities will immeasurably help or harm the profession.

Gaining Public Confidence

War cuts across all strata of society, and war finally ends, bringing further problems of readjustment. No one agency can bear the entire burden, or should. Community agencies, with their resources stretched to the utmost, should share equally the responsibility of showing the public the value of professional services. It is of the highest importance (whether for reasons of morale, humanitarian values, professional integrity, or the profession's advancement) that our nation's people get the personal attention and help that we social workers think we can give better than anyone else. That social work can play an important role in the community will be proved if large numbers of people who meet it find it good.

An outstanding example in modernizing social work is the Consultation Service of the Jewish Social Service Association in New York, which has established

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a program designed to serve all income groups. [See "Fee for Casework Service," by Frances T. Levinson and Joseph Stein, *Survey Midmonthly,* December 1943.] Its offices are attractive. There is no hint of condescension in its name nor in its reception of clients. There is a sliding scale of fees. Social work, there, is not a charity, but a service worthy of being bought.

Today social work is at the height of its opportunity for gaining public confidence. Through the war this not-yet-wholly-accepted profession is being given an accelerated thrust into a position for which it has long been preparing — a chance to prove itself to a large sector of society. Social work will not prove itself through programs of interpretation to a breathlessly waiting audience, but through rubbing shoulders with a great many more people, from all strata.

Planning for Youth

NEVA R. DEARDORFF

The assistant executive secretary of the Welfare Council of New York City discusses the need for planning and how to make it effective.

SOME YEARS AGO SEVERAL STUDIES were carried out in the United States that gave more and better facts about young persons, sixteen to twenty-four years old, than had ever been available before. I refer to the American Youth Commission's reports and the study of youth in New York made by the research bureau of the Welfare Council of New York City. A paragraph from the Welfare Council study gives an indication of what they found:

In spite of all that New York City has to offer—its incomparable cultural advantages, its expanding and improving public recreation program—its young people, especially after they leave school, spend their leisure largely in the narrow routine of reading newspapers and magazines, radio listening, and going to the movies. The number who have a stimulating out-of-door activity, a creative or constructive leisure occupation, and adequate social contacts may seem large until it is compared with the number who do not. Few, compared with the number that should, have any opportunity to engage in sports; few have any other fun or diversion than the movies; almost none have any hobbies or recreational skills with which to fill the unoccupied hours. Few have any organized or group interest. Very few are reached by the character building organizations, and very few belong to any organization that has the advancement of the common good for an objective. Youth as a whole has little to do with the arts, either as producer or consumer. Almost all the reading done is pastime reading and largely of an inferior kind. Only 19 percent of the boys and only 11 percent of the girls have a satisfactory leisure, measured from the point of view of a balanced ration.

That was the situation in 1935 when many young persons were unemployed and there was a great deal of discussion about the barriers to jobs and to marriage that blocked their growth and development. The American Youth Commission's studies show that New York was not peculiar in these respects.

Now the scene has shifted violently. Military service, jobs, marriage are at the front of the stage. The youth population has come to be highly valued. But somehow we still are not convinced that this constitutes the answer to whatever it was that really bothered us ten years ago. We thought then that life was not meaning all that it could to young persons because jobs were hard to get and many family incomes were meager and insecure. Now we again ask whether life means all that it should to youth, even though the depression has passed and we are in a heyday of job opportunity.

Our Problem

Although we often talk about young people as if they, *per se,* were a problem, we know, of course, that this is not so. True, youth is a time in life when persons are more liable to certain disastrous experiences than at other times, but not every young person falls victim to these dangers. We know that young persons are more susceptible to tuberculosis than are older ones, and we know that a high proportion of crimes are committed by the young. But, as a matter of fact, astonishingly few young people succumb to these evils. Nevertheless, we somehow sense an erosion of interests and abilities rather than the approach of any widespread disaster brought about by youth itself.

Our concern perhaps arises first from the fact that we do not know what young people are thinking about themselves and about their part in the future and the civilization that we are handing on to them. And, secondly, we are oppressed by our failures in calling attention effectively to the best that we know and have learned and in showing up the hollowness, chicanery, and deceit of some ways of living. If we only knew what young people were thinking, perhaps we could do a better job in impregnating that thinking with what we conceive to be the true and lasting values in life.

But perhaps we can learn what they are thinking and direct it toward the values we admire. It is upon parents and teachers — and I include with teachers those who specialize in religious instruction and in informal education in the groupwork agencies—that this task devolves in the first instance, but it must be carried out individually or in very small and intimate groups.

Over a decade ago, Dr. Richard Cabot, in describing the ways by which offenders are brought back to acceptable habits and ways of living, wrote in italics: *"Someone should come to know and to understand the man in so intimate and friendly a way that he comes to a better understanding of himself and to a truer comprehension of the world he lives in."*

In order for parents and teachers to achieve such understanding, they must study methods at least as conscientiously and systematically as they learn map reading, bookkeeping, cooking, dressmaking, law, medicine, management, golf, bridge, or any other of the activities in which they engage.

In this connection it may be well to recall that anyone not wholly sure of himself wants a sponsor, wants someone who will stand by him until he can stand alone. Parenthood is nature's provision of care in infancy and sponsorship in youth. But many parents find it very hard to convey to their young a sense of security along with the sense of responsible freedom necessary to development. Frequently a teacher can become an effective collaborator and friend, but sometimes neither parent nor teacher can cope with the problem at hand.

The job of any casework agency that deals with youth in trouble is to find out who it is that stands in the relation of sponsor or liberating mentor, and whether or not he is really performing his functions. If he is not, and cannot be enabled to do so, and some other person cannot be found who can and will substitute for him, then the agency itself must supply this steadying hand.

On the whole, the essential problem of youth to the community is one of making parents, teachers, and group leaders more effective and of finding next friends when these are wanting. All the technical services, such as those in health, vocational education, and employment, are needed as aids to these close-in relatives and friends.

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When we start to talk of planning, we often get into the Jehovah frame of mind and begin by saying, in effect, "Let there be" whatever it is that we think we want at the moment. But, obviously, planning for, by, and with mortals is somewhat more laborious than that. Planning no less than other purposeful human activities falls under the necessity of proceeding by the sweat of the brow. It is, of course, highly advisable to have a fairly exact description of the problem toward the solution of which planning is to be directed. But what is done next?

Democratic Planning

If we conceive that our task is in essence to arm parents and teachers with more effective means of guiding the young people for whom they have direct responsibility, of providing understanding sponsorship for those whose parents and teachers are unable to act and for those who, in the natural process of emancipation, are having a hard time, and of building up aids to parents in the form of cultural resources, we have to figure out the *methods* by which these aids to parents and to the young persons themselves are to be extended.

What means are we now employing to learn of the young people whose present behavior is such as to concern their parents and to baffle their teachers?

What steps are we taking to enrich the lives of young people whose behavior is not such as to cause alarm but who conceivably might get into trouble?

Are we energetically seeking out problem situations and bringing to bear knowledge and guidance of the older persons as well as the young persons?

What is our method for doing these things?

Do we know what constitutes skill in dealing with young persons?

Do we have any idea as to the volume of service that would be required to reach all the parents, teachers, and boys and girls who stand in need of it?

Do we know how much it would cost in dollars and cents to provide that much education and guidance?

What do we know about the possibilities of using more effective group methods of instruction for parents and teachers?

How can we achieve maximum efficiency for a given expenditure?

These I conceive to be the inescapable questions that must be answered if planning is actually to occur. Planning is more than wishing.

Here in America we tend to talk a lot about democracy in planning. What we mean by that is not always clear, but it somehow connotes that anyone who has a contribution to make has an opportunity to make it; that all genuinely good ideas are cordially welcomed and their source acknowledged. On the other hand, democracy gains nothing from efforts to get participation where there is no basis of interest or competence.

The elements of democracy seem to me to consist of hospitality to all positive and creative ideas as plans are taking shape, and careful consideration of them after they are in form to be considered. Widespread participation in the decisions to put them into effect is essential. Councils of social and health agencies are effective meeting places for those who have ideas on solutions of problems. Budget committees in public and voluntary bodies are apt to be the places at which decisions on the adoption of plans are reached.

Councils and committees can be operated as closed corporations or can maintain genuinely open avenues to the opinion of the people most directly affected by issues and decisions in question. Well grounded decisions are the results of a fusion of technical knowledge and expert opinion on the one hand, and general wisdom and good sense on the other. Neither expert nor layman should be on top. They should stand shoulder to shoulder.

The Neighborhood in Planning

In most city planning there seems to be agreement that a neighborhood is that area and block of families that can be served by one elementary school.

The people who live in smaller towns have at least one great advantage over those of us who live in cities. The advantage of life in the town lies in the opportunity that it affords to see the community in its entirety and to know how steps are taken to effect changes in it. In cities most people have little opportunity to get an understanding of these conditions. They cannot see their community in the sense that they know what is going on throughout all of its parts. Without understanding, intelligent action is difficult, if not impossible.

However, it is possible for social and health organizations to divide a city into residential areas with sizable population and bounded by natural physical features and to cultivate neighborhood consciousness in the people within them. It is possible to know what the health and welfare conditions are in such areas and to invite the neighborhood people to study the data. As people come to know about their own conditions, favorable and unfavorable, they are prepared to help in the planning for necessary changes. By knowing conditions, I mean a command of bedrock facts, not merely a collection of opinions or even of statistics superficially conceived and carelessly collected.

A not insignificant result of viewing an urban community in terms of its neighborhoods is the bringing to light of the facts on the distribution of each type of social and health service. This dissecting of the total body of welfare service, voluntary as well as public, is usually revealing and often puzzling.

Big Dams and Little Dams

We are used to medical metaphors in our talk of social planning, but perhaps better analogies can be found in agriculture. There comes to mind an excellent government booklet called "Little Waters, A Study of Headwater Streams and Other Little Waters, Their Use and Relation to the Land." It contains the following paragraph on soil erosion and wasteful exploitation of natural resources:

> The things that must be done to restore this harmonious relationship with nature cannot be accomplished by indifferent and haphazard actions. There must be a policy and plans, and a common understanding of these. Many things must be done by individuals, others by private organizations, while some can be done effectively by governments only. The motive of self-interest must be strengthened and enriched by the motive of national welfare; and all the strength of science, education, and organization brought to bear on the problem.

These words might as pertinently have been written of social erosion and the waste of human resources.

Another agricultural analogy may be observed in the controversy between the advocates of the big dams and the proponents of the system of little dams as measures of conservation. Somehow I find myself temperamentally on the side of the little dam program—it sounds altogether more human and safe.

The little dams are not, of course, as spectacular as the big developments. But socially speaking, a system of little dams is perhaps more significant than the great physical constructions. It means that people have come to know their own watersheds and have acted in concert in surveying and controlling them. Erosion is not controlled by a few little dams. There must be a widespread system of them and they all have to be seen in relation to each other. In our social welfare scheme the little dams are the resourceful truant officer and school principal, the effective parent-teacher association, the intelligent neighborhood house, the good casework agency webbed in with other intimate services, the unpretentious and helpful probation officer, and the capable church group.

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On the other hand, the big dams are apt to silt up without a program of little dams behind them. And the power they generate can easily fall into the control of a few people.

John Dewey at one time wrote that we live our way into our thinking rather than think our way into our living. I remember that statement each time I see a reference, which is not infrequently, to plans gathering dust upon the library shelves.

I ask myself whether that is the way man must behave. Then I wonder whether there was something wrong with the plans themselves that made them wallflowers, or whether there was something wrong with their debut.

Of one thing I am sure. Some people just do not like community planning and regard even the smallest amount of it as a threat to freedom of initiative. Though they may join a council of social agencies and attend meetings, they honestly believe that the greatest good is accomplished for the greatest number if each person and each agency is left alone to apply whatever resources it can amass in any way it sees fit at any time it chooses to take action. This underlying reluctance to submit to any controls may account for some of the dust on plans.

These people may be right. We have no way of really knowing what would be the result if other methods were followed — if the specific programs of agencies were evolved by means of a *co-operative* process in which a set of larger objectives were envisioned and agencies deliberately agreed to assume specific responsibilities toward the realization of those objectives. It is possible to conceive of a procedure in which there is the assignment of duties, not from a higher authority, but by the voluntary assumption of responsibility for a defined part of the larger program. Such a procedure would have to have as a firm foundation some generally agreed upon standards of workmanship and accountability, for trouble lies ahead when an agency assumes responsibilities that are beyond its powers.

The Time to Start

In planning, we must always start with what we have; and the better that is, the better will be the service which our planning operations will promote and facilitate.

One way in which we can start immediately toward the goal of a more effective program for youth is by asking ourselves individually whether we are actually occupying and effectively cultivating the field that our organization has preempted. We must be able to see and willing to admit how far short our organization falls in carrying out the responsibilities it has assumed.

This self-evaluation is a preliminary step, but it is indispensable to an effective meeting of minds as to next steps. We must have honest inventories of present resources for helping young people and candid appraisals of present methods of dealing with them before we can really move toward improvement.

If we are genuinely interested in youth and if we have flexible programs, the time is always ripe for strengthening our services. As we become more civilized and practical, we will see that since *now* is the only time we can be sure of, it devolves upon each of us and each of our agencies to start *now* to plan and put into effect an adequate program of youth conservation. The right to influence and to a place within the planning forces is earned by *doing* and by giving real thought to these problems. If groups of agencies are willing to think about their common problems, about their common goals, and about helping each other make the most of their aggregate resources, planning habits emerge almost before we are aware of what is going on. Planning and the execution of plans will be part of everyday living, the only condition under which agencies can achieve basic reality. But unless personnel, both staff and board, can transcend the boundaries of their own agency concerns, there is no basis for common planning.

If we can define our social watersheds, that is, our neighborhoods, and know their conditions, if we can see the practicable and efficient division of labor and responsibility between persons in their private capacities, voluntary agencies, and governments, we shall be well on our way toward the construction and maintenance of the myriad little dams that will stop wastage of youth.

Entertaining Sick Soldiers

WALTER F. GRUENINGER

How music came to a camp hospital, told by a Red Cross volunteer, Survey Associates' business manager, and a leisure time violinist.

WHEN IT COMES TO STAGE AND FLOOR shows, hospitalized soldiers look for girls, personality, headline artists, informality, audience participation, humor, familiar music, eye appeal, variety, Americans. That is what six months' experience taught a volunteer recreation committee. Now attractions under consideration which check four or more of these ten points on our program yardstick are booked with full confidence in their ability to please the boys at Camp Shanks, twenty-five miles up the Hudson River from New York City.

The project began in September 1943. The professional Red Cross recreation worker at the hospital called on the Northern Valley Camp and Hospital Committee of the Tappan Zee Council, American Red Cross, to supplement her work. A recreation division was formed, and the co-chairmen, Mr. and Mrs. Alois Havrilla, selected from the community twenty volunteers on the basis of recreation skills and experience in social and civic work. One of the committee members directed a rest area in France during World War I. Among the others are a radio announcer, a director of public school music, the editor of a music magazine, an actress, a play reader, a former opera star, an orchestra director, a motion picture producer, a dancer, a music critic, an advertising executive. The chairman of volunteer special services arranged for the Red Cross Motor Corps to transport artists from door to door, and for the canteen to serve light refreshments. All artists were to volunteer their services, as no funds were allocated to our division. Then we rolled up our sleeves.

To produce one hour stage and floor shows in the Red Cross Hut was our major and immediate job. We agreed to take over one evening a week, but the response of the boys soon convinced us that the work should be expanded—and it was. To supplement the extensive program carried out by the professional Red Cross recreation staff, it seemed obvious that music should form the backbone of our project.

Successful Singers

After making a few mistakes we found what the boys liked. Jean Carlton is young, attractive, talented, informal. She checks seven on our program yardstick. Vivienne Simon has just left the original cast of "Oklahoma." Olga Coelho is a beautiful Brazilian night club, concert, and radio star who plays accompaniments on her guitar. Edna Truitt is a Negro American blues singer and boogie-woogie pianist. Their songs were varied—"Com-

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in' Through the Rye," "One Fine Day" from "Madame Butterfly," hit numbers from "Oklahoma," "St. Louis Blues," "Mairzy Doats," "Shoo-Shoo Baby," Latin American airs. Each artist ended her program by asking the boys to shout out requests, which they did joyously.

The women on the programs are asked to wear evening gowns, for the boys love this touch of feminine elegance. There seems to be a preference, too, for long bobbed hair-do's instead of the upsweep.

Albert Spalding, distinguished American violinist, presented the full hour's entertainment one Sunday evening. This was an innovation, for at least two attractions are usually required for a successful program. But Mr. Spalding fully justified our faith. He chatted and told anecdotes across the footlights and also played superbly two movements from Lalo's "Symphonie Espagnole," several short Kreisler numbers, a Chopin nocturne, De Falla's "Spanish Dance," "Moonlight," by Debussy, and a Brahms' waltz. Mr. Spalding described his audience as wonderful and responsive.

Adolph Busch, another famous violinist, successfully entertained with two fifteen-minute groups of old Italian music and dance melodies by Brahms and Dvorak.

We learned quickly that the boys would not stand for incompetent performers in any field. They are more likely to tolerate mediocre musicianship from a girl than a man.

Harlem Night, an all Negro show, was very popular. Aubrey Pankey, baritone, sang Schubert's "Ave Maria," "None But the Lonely Heart," "America," "Meadowland," and a group of spirituals. Luckey and Lena Roberts, pianist-composer and a singer of blues and other jazz forms, swept the men off their feet, and the Mary Bruce tap dancers stood them on their heads. Half the show was repeated in the hospital wards. One of the patients told me afterward: "None of the medicine I have taken has made me feel as fine as I do at this minute."

Other Headliners

In striking contrast was the evening when Garbousova, the world's foremost woman 'cellist, played for forty minutes. Her audience listened in breathless silence. One boy, hearing a 'cello for the first time, remarked: "I suppose this is what you call a man's soul—and it's beautiful."

Rudolf Serkin was the first artist to play on the Steinway Grand piano, a gift to the hospital from the First Presbyterian Church of Englewood, through a member of the recreation committee.

Dancers and magicians, as well as music-makers, came to the Hut, and proved very popular. Argentinita and her ensemble, famous Spanish dancers, performed as a Christmas gift to the army. I urged the boys to shout "Olé" whenever they saw anything that pleased them. They caught on quickly, as our pre-curtain rehearsal proved. The first time Argentinita's dress swung out at right angles to her body the boys "Olé-d," loud and long. Thereafter they never lost an opportunity to have their say. The dancers were immensely pleased by the enthusiasm.

The Trapp Family Singers presented a program that touched another set of emotions. This famous Austrian group of seven daughters, their mother, Baroness von Trapp, dressed in their Tyrolean costumes, and Dr. F. Wasner, their director, presented Christmas music with the baroness weaving the strands of vocal, recorder, and spinet music together with delightful commentary.

Other popular evenings included a quiz program conducted by Frances Scott, offering prizes to winners; Captain Tim Healy's talk on stamp collecting; a woman's fashion show sent over by a New York City department store, featuring attractive young Powers' models; Rube Goldberg, cartoonist; Dr. Sigmund Spaeth, the "tune detective"; the Harlem Highlanders, four Negroes dressed in kilts for a dancing-singing act; Pegleg Bates, one legged dancer; Lead Belly, Negro minstrel; a Russian evening which offered the Olga Tarassova Ballet Company, Sarah Gorby, singer of Russian folksongs, and William S. Gailmor who spoke on Russia; popular songs sung and played by their composers, through the Songwriters' Protective Association; Donald Sawyer and his ballroom dancing partners; the Swoboda Ballet Dancers; Frank Novak and his dance band; St. Mary's Horseshoers, a barber shop quartet dressed in Gay Nineties costumes; Sophia Delza, Spanish dancer; Jorie Livingston, singer-comedienne; Leonard Ware Jazz Trio; Bella Reine, dance mime; Robert Peirce, tenor; Lucie Bigelow Rosen, thereminist.

In the show, which must of necessity appeal to broad interests, we try to achieve sufficient variety to satisfy most tastes. For example, when Paul Wittgenstein, world famous left hand pianist, plays Liszt and Wagner for the first half hour, we announce at the outset that Huapala and her Hawaiian Dancers will take over the last half of the program. Thus we feel that we extend the horizon of some members of the audience and at the same time satisfy the majority. We never can lose sight of the fact, however, that we are there to entertain.

The question frequently arises: What about the minority whose recovery can be speeded by appealing to their specialized interests? On the basis of experience at Camp Shanks, our committee holds that if a boy takes a lively interest in dramatics, stamp collecting, book reviewing, current events, drawing, music appreciation, and particularly if his associates recognize his achievements, that boy has taken a stride toward health. In small rooms adjoining the main hall, regular programs have been maintained under capable leadership along all these lines. The rapidly changing clientele makes continuity difficult, but group leaders arrange their material so it is complete in one session or in units of a course.

The Object

In its final analysis, the kind of programs we provide are helping restore sick soldiers to health. In dealing with a large convalescent audience suffering from various physical and mental ailments, we are convinced that we are most successful when we make our listeners cheerful. Through music and entertainment we seek to carry them back to their happy, normal, peacetime youth.

When misfortune is the common lot, as it is in hospitals, the tragedy of the individual experience becomes less poignant. Good cheer generates energizing emotion and, as a consequence, speeds recovery. To work in this direction, the Red Cross Hospital Staff has available not only the resources of this and other active camp and hospital committees of this council but also the volunteer talent offered by the United Theatrical War Activities Committee and the American Theater Wing.

In general, we have found that music of pronounced rhythmic and melodic line, serious or popular, is most likely to succeed in the camp hospital program. Sick soldiers love the good old standbys from the family music album. They also love sentimental ballads; musical comedy hits; songs by Victor Herbert, George Gershwin, Sigmund Romberg; Chopin's mazurkas, waltzes, and preludes and some of his nocturnes; Strauss' waltzes; Saint Saens' "Swan"; Brahms' "Lullaby," Mendelssohn's "On Wings of Song." Schubert's "Ave Maria" is the Hut's most played and most loved classic. In program making we always keep in mind that lively music stimulates, slow music calms.

As for jazz and boogie-woogie—any-

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one who sees how it causes a man to stamp out the rhythms and to experience a sense of physical well being realizes that it deserves a hearing. We give the boys plenty of it. Moreover, popular songs offer a confined soldier a means of keeping up with the times. On the other hand, nothing is so boring to modern youth as a stale Hit Parade winner.

Familiarity with classical music goes with the best type of morale, whereas familarity with jazz to the exclusion of other musical idioms seems to make for a listless attitude toward life. Every month or so we offer a concert of familiar short classics to satisfy those who hold that good music is "evidence of the divinity of man."

Community singing and whistling give everyone the feeling that he belongs. When it works it is wonderful. The bill of fare for community "sings" includes "When Irish Eyes are Smiling," "My Wild Irish Rose," "In My Arms," "Home on the Range," "Let Me Call You Sweetheart," "God Bless America," "Alouette," "Battle Hymn of the Republic," and other well known tunes. But if the boys do not care to sing or whistle we never force them.

In the Wards

Within the hospital ward the problem is somewhat different, for audiences are small, the setting is intimate, the sickness more pronounced, and groups are divided according to ailment. Young sopranos and contraltos are in constant demand, especially if they are willing to sing the boys' "requests."

In the wards, particularly, we keep in mind that our function is to radiate hope and courage. Certain types of ailments, for example, respond to a program of simple folk music, familiar short classics and popular music, equally divided and presented in that order. We like to begin with middle register, soothing numbers and work up to gay and louder music. It is best, moreover, to avoid sorrow, death, blues, and regret songs and to stress the more affirmative—"Look for the Silver Lining," "Sylvia," "Bend of the River," "Invictus."

Especially successful in ward programs are Jack, Joan and Lucy Allison, recording artists who sing American folk songs and ballads; Jules Lande and his talking violin; Count Dmitri, lightning sketch artist; magicians who baffle the bedridden patient, literally "under his nose." A funny story generally serves as a surefire conclusion to a twenty-minute ward program, for it is bound to leave the boys cheerful.

That, above all, is the goal of every program.

Membership Campaign Progress

Organization Under Way in Thirty States

There is good news in reports from the members of *Survey Midmonthly's* expansion committee, who are organizing our national campaign for 2,000 new members of Survey Associates, Inc. [See *Survey Midmonthly*, February 1944, page 35.] State chairmen added to those listed in the March issue bring the total to thirty. Leading social workers or laymen, they are at work building state organizations to prepare for the active recruitment of members during the coming weeks. The new chairmen are:

Arizona—Dewey W. Swihart
YMCA, Phoenix

Arkansas—Lillian McDermott
Family Service Agency, Little Rock

Colorado—Lee A. Moe
YMCA, Denver

Delaware—B. Ethelda Mullen
The Family Society, Wilmington

Louisiana—Maude T. Barrett
State Department of Public Welfare, Baton Rouge

Mississippi—F. C. Willcoxon
YMCA, Vicksburg

Montana—Florence Carney
State Department of Public Welfare, Miles City

Ohio—Charles C. Stillman
Ohio State University, Columbus

Rhode Island—John D. Wellman
Providence Council of Social Agencies

Tennessee—Walter L. Stone
Council of Community Agencies, Nashville

Territory of Hawaii—Louis Meillette
YMCA, Honolulu

Utah—Norma Queen
State Child Welfare Service, Brigham City

Washington—Faber Stevenson
Seattle Community Fund

West Virginia—Helen B. Laughlin
Children and Family Service Association, Wheeling

Local Committees Organized

Appointment of local chairmen and committees is proceeding rapidly in a number of the states.

Birmingham, Ala.—Under the state chairmanship of Bess Adams, Birmingham will be canvassed by a local committee consisting of Frances Gassman, Jefferson County Department of Public Welfare; Dr. George A. Denison, Jefferson County Board of Health; and Florence S. Adams, Community Chest of Birmingham and Jefferson County.

Jacksonville, Fla.—Judge Walter S. Criswell, state chairman, will be assisted by Leland W. Hiatt and Eunice L. Minton, State Welfare Board; Sherwood H. Smith, Community Chest of Jacksonville and Duval County; and Marcus C. Fagg, Children's Home Society.

New Orleans, La.—Rabbi Emil W. Leipziger of Touro Synagogue, long a lay leader in social work, will serve as chairman of a local committee.

Milwaukee, Wis.—Louise A. Root, Council of Social Agencies, has accepted the chairmanship, and will organize the Milwaukee committee.

St. Louis, Mo.—As chairman of the local committee, Kirk E. Latta, general manager of the Greater St. Louis War Chest, will assist state chairman Paul T. Beisser.

Over the Top

Harry M. Carey, Massachusetts state chairman, has turned in the first report of a local chairman who has finished his job. Assigned a quota of two, the Rev. John B. Whiteman of Greenfield, Mass., promptly responded with two signed pledge cards and a check for $20. New local chairmen: Worcester, Lyscom A. Bruce, Community Chest; in Holyoke, Alice K. Lucey, Community Welfare League; and in Springfield, John L. Irwin, Community Chest.

In Nebraska, state chairman Louis W. Horne has appointed the following state committee to help in the state organization: Fred C. Williams, Nebraska Welfare Association, Lincoln; C. F. McNeill, Omaha Welfare Federation and Community Chest, Omaha; Neil C. Vandemoer, Department of Assistance and Child Welfare, Lincoln; Evelyn Osborne, Nebraska Chapter, American Association of Social Workers; and Dr. Frank Z. Glick, University of Nebraska School of Social Work, Lincoln. In Pennsylvania Paul L. Benjamin, state chairman, will have the assistance of James B. Bamford, Community and War Chest of Berks County; and Wilbur F. Maxwell, Pennsylvania War Fund. In West Virginia Helen B. Laughlin, state chairman, will be assisted by Jess W. Speidel, Jr., Community Fund of Wheeling.

The Impelling Motive

Said Judge Criswell in a letter to some 200 people who will be approached by his Jacksonville committee: "A '$10 Cooperating Membership in Survey Associates' is an investment in interpretation in a field where the need is great for understanding."

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Here in Washington . . .

By Rilla Schroeder

THE Senate has approved and sent to the House a bill (S. 1767) which is to be known, officially, as the Servicemen's Aid Act of 1944. More familiarly, it has already been dubbed the GI Bill of Rights.

Roughly the bill ties up in a bundle a number of measures already introduced for the serviceman's benefit. It includes, for example, the Thomas bill on education, the Wagner bill on unemployment compensation, and a modified version of the Wiley resolution giving the Veterans Administration an interest in veterans employment. All three senators, Thomas, Wagner, and Wiley, supported the new bill and agreed to forget their own pet measures.

There is no mention, however, of that part of the Wagner bill which dealt with the serviceman's rights under the old age and survivors insurance clause of the Social Security Act. The New York senator will introduce a separate bill covering that point. The Wiley resolution is boiled down to a provision setting up a Veterans Placement Service Board in the United States Employment Service, with the Veterans Administrator as chairman. The board will be solely a policy making body, with actual operations left to the federal agency administering the USES, at present the War Manpower Commission.

Unemployment compensation allowances are fairly generous. The former serviceman will be entitled to this protection for fifty-two weeks. Weekly payments will be made at the following rates: $15 plus $5 for one dependent, $8 for two and $10 for three or more, less any earnings in excess of $3 for that week. This part of the bill also places administrative responsibility in the Veterans Administrator.

Another feature of S. 1767 and one that had been covered in other bills is a system of loans, not to exceed $1,000, for the purpose of constructing homes or business property, or purchasing farms and farm equipment. Also provided is an extensive hospitalization program in addition to facilities already available to the veteran.

As a rule, omnibus bills are tricky legislative matters and difficult to get through. There is always the matter of committee jurisdiction and committees are apt to be jealous of their prerogatives. In this case, however, the other interested committees waived their rights and gave the bill their blessings.

There is no question of the President's signature since the measure in effect merely put into legislative form recommendations already made by the White House.

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ACTION BY THE HOUSE IN VOTING down, 136 to 54, an amendment to the Agriculture Appropriation bill earmarking an appropriation of $50,000,000 for federal participation in school lunch programs would seem to write *finis* to the matter. The amendment was fought and defeated chiefly on the point of whether or not school lunches were a matter of federal concern.

During the House debate Gwynne of Iowa said, "The order of responsibility for any individual should be this; first the individual himself; second, his relatives; third, his community; fourth, his state; and last, the national government."

The majority of the bill's opponents expressed themselves in somewhat the same language. A few, like Hoffman of Michigan, viewed the program as just another attempt to make "sissies and pantywaists" of American children.

The old liberal guard, Voorhis of California, Murdock of Arizona, Sabath of Illinois, and their fellows spoke for the amendment, but their arguments were lost in the rush to wipe such practices off the federal books.

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A BILL DESIGNED TO PUT AN END TO the "baby broker" racket in the District of Columbia has passed the House and is on its way to Senate approval.

The issue is an old one in the District, and for a decade there has been a futile fight to push such a measure through. The bill requires that all child placement agencies be licensed and creates a committee to define conditions under which children may be placed.

During the hearings before the Senate District subcommittee, details of the racket were submitted by various representatives of District welfare agencies—for example, a baby "sold" for the neat sum of $1,000.

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THE TAX BILL FREEZES THE SOCIAL Security tax for the third time, but Senator Vandenberg of Michigan, the legislator most responsible for the triple freeze, sees its increase as inevitable.

In a recent statement, the senator declared that he was convinced that the reserve fund formula is not going to be sufficient when the real load of social security payments falls due. This, it will be remembered, was the argument of Chairman Altmeyer of the Social Security Board when he testified at the Senate Finance Committee tax hearing.

Senator Vandenberg said, furthermore, that he believed that Congress must consider expansion of social security coverage, which also was asked by the Social Security Board and recommended strongly by the President in his "second Bill of Rights" message to Congress in January.

The President's program has been put into legislative form by Senator Wagner of New York, sponsor of the original Social Security Act. The senator, however, has failed, thus far, to receive any assurance from his colleagues that his bill would be given consideration this Congress.

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THE ARMY HAS SET UP AT FORT DIX, N. J., the first of what it hopes will be a limited number of "separation centers." The idea is to center as far as possible the point from which soldiers are discharged. At present they receive their papers wherever they happen to be, hospital, camp, or what have you.

The "separation centers" will conduct a counseling service designed to set the veteran thinking of his future and to prepare for him a written record of everything the army has been able to find out about him. It definitely will not be a placement service.

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WITH AN EYE TO DEMOBILIZATION Day, the Federal Housing Administration is making a building survey.

Under last year's amendments to the National Housing Act, the FHA could go ahead immediately after the end of hostilities, or sooner if the men and materials were available, with insurance loans for construction and repairs. It is authorized to spend some $2,000,000,000 for the former and $3,000,000,000 for the latter, a program which, it estimates, would put 4,000,000 men to work within a year.

The survey is chiefly to put the finger on the workmen. Construction gangs have been widely scattered and it will be helpful, when the day comes, to know just where and how quickly they can be reassembled.

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The Common Welfare

The Right to Vote

WHEN the Supreme Court of the United States ruled on April 4 that qualified Negro citizens cannot legally be barred from voting in primary elections, it upset a 1935 decision of contrary effect, and followed the rule laid down in May 1941, in the case of *U. S. v. Classic.* In the latter decision, the Court held that Congress has the right to regulate primary as well as general elections.

The current case was brought to the Court by Lonnie E. Smith, a resident of Texas, who presented a poll tax receipt in the 1940 primary, but was denied a ballot because of his race and color. He sued two election officials of Harris County, Tex., asking for a "declaration judgment" upholding the right of Negroes to vote in the primaries. First heard by the Court in November, the case was reopened in January to permit the State of Texas to offer arguments. The opinion of the Court was written by Justice Stanley F. Reed, a Kentuckian. It was an eight-to-one decision, with Justice Owen J. Roberts (Pennsylvania-born) dissenting. Justice Roberts wrote the opinion in the 1935 case. The Court held, in the latest case:

> The United States is a constitutional democracy. Its organic law grants to all citizens a right to participate in the choice of elected officials without restriction by any state because of race.
>
> This grant to the people of the opportunity for choice is not to be nullified by a state through casting its electoral process in a form which permits a private organization to practice racial discrimination in the election. Constitutional rights would be of little value if they could be thus indirectly denied.

With this a campaign year, primaries and elections in the offing, it was natural, perhaps, that the first quotations gathered from southern political leaders at national and state capitals should focus sharply on ways to get around the decision in the name of "white supremacy." There is resentment of Reconstruction days in the South on the part of an older generation, a tradition of racial inequality; but new forces are at work there, pro and con, and searching debate on a broader level may be anticipated in the months ahead.

Meanwhile, radio and press comment, outside that area of tension, has not failed to catch the deeper significance of such an affirmative step through our constitutional processes. And that step is taken in the midst of a world war, when the American scheme of self-government is subject not so much to cynicism as to anxious scrutiny, as all civilization looks at us—through its hopes and fears. There was historic perspective on the Court's opinion in the words of *The New York Times:* "We are a little nearer to a more perfect democracy, in which there will be but one class of citizens, not two or more classes."

New Name—New Policy

THE Progressive Education Association, since 1919 the spearhead of the drive to carry "progressive" principles and practices into American classrooms, has now become the American Education Fellowship. It has suspended publication of its liberal monthly, *Frontiers of Democracy,* edited by Harold Rugg of Teachers College, Columbia University. It has issued a statement of new policy and program, the board is being reconstituted, and the Fellowship expects to change the name of its second publication, *Progressive Education.*

Educators who have opposed the "progressive" wing, notably the Essentialist Committee headed by William C. Bagley, editor of *School and Society,* see in these changes the "surrender" of the progressive education movement. But the Fellowship itself views the new moves as a continuing support of progressive principles through a broadened program.

According to the recent statement of policy, the Fellowship will be less concerned with the individual child, more with "aspects of the community which surround the child and curriculum, and which largely determine whether the schools are or are not to function as people's schools."

The new program includes the establishment of numerous local branches of the Fellowship; an expanded publication service; research in educational practices; more frequent conferences; establishment of a community service bureau to work with communities, and "to promote adult forums and discussion groups throughout America." At the same time, spokesmen for the Fellowship state, the organization intends to protect the constructive gains that have been made by the followers of John Dewey. Among these they list: "freeing the child from 'school masterism'"; enriching the curriculum; improving professional training, salaries, and security of teachers; cooperative planning of educational policy in the schools.

"The Races of Mankind"

TWO university anthropologists wrote a simple, readable statement summarizing modern information about race. It was published by the Public Affairs Committee, a non-profit educational agency sponsored by the Alfred P. Sloan Foundation. The pamphlet, "The Races of Mankind," was intended to help correct the ignorance and misinformation which underlie race prejudice in this country, as in Nazi Germany.

The Young Men's Christian Association purchased 50,000 copies of the pamphlet for distribution in YMCA-operated USO units. Chester I. Barnard, president of USO, banned the distribution of the pamphlet in the clubs, and his stand was ratified by board action. The Morale Division of the army ordered 55,000 copies of "The Races of Mankind" as source material for its orientation courses. Representative Andrew J. May, chairman of the House Military Affairs Committee, blocked use of the pamphlet by the army.

In a statement explaining his action, Mr. Barnard said: "There would seem little doubt of general agreement that USO, appealing to the entire American people for the benefit of all servicemen, ought not to be involved in any political effort. . . . The doctrine of equality of races runs directly counter not only to social practice in large sections of this country but also to definite legal prescriptions. Some of these are at this time matters of undoubted political action. . . . We do not think that any pamphlet on *any* side of this subject can be sponsored or distributed by USO without breach of faith toward millions of USO supporters."

Representative May based his stand on the inclusion in the pamphlet of the results of intelligence tests given in World War I, which showed that opportunity, not race, determines the progress or backwardness of a group or individual.

The theory of a super-race is the first article in the brutal creed of the Nazis. In today's total war, ideas are weapons along with guns and tanks. In helping overcome the Nazi "supermen," our soldiers need the knowledge that there are no inborn racial characteristics which

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make one human being the superior or the inferior of another in mind or spirit. Clearly it is a disservice to democracy's cause to withhold or to weaken the force of this understanding.

YMCA: 1844-1944

IN the spring of 1844, in London, twelve young men met in George Williams' little upper bedroom to organize a society for "the improvement of the spiritual condition of the young men engaged in the drapery and other trades." This was the beginning of the Young Men's Christian Association. Seven years later the first American associations were organized in Boston and Montreal.

The association is making of this centennial year an opportunity to look forward from the background of its rich and worldwide experience in service to young men. The "Centennial Guide to YMCA Planning" points out the need "for a vital religion, for world thinking and world action, for citizenship education, for racial justice." It underscores the need for practical services in connection with demobilization and reconversion, in extending leadership to youth movements, in rural as well as urban communities, in the development of skillful methods of working with young people in small, informal groups. It points to the importance of a broader membership base, and of the increased participation by organized labor in its councils. It places emphasis on cooperative planning with other agencies that are also serving youth.

It would be easy for the "Y" to look backward in a spirit of complacent congratulation at its service in four wars, at its tremendous capital plant and investment, at the many specialized areas in which it has pioneered—for railroad men, for the army and navy, for the Negro, for students. But, characteristic of its tradition and prophetic of the usefulness of its service as it begins the next hundred years, is the keynote question of this centennial, "What needs of young men can we best serve?"

"A Public Trust"

LAST month, just before adjournment, the New York state legislature put through the Hampton-Devany resolution, which may be a forerunner of similar moves throughout the country. If it is affirmed next year, the resolution will bring before the voters at the following election an amendment to the state constitution, giving veterans of all wars who pass civil service examinations unlimited preference (with a "super-preference" for disabled veterans) in appointments and promotion, regardless of their standing on the eligible list. Thus, if the voters approve, the state will be unable to take into its service a non-veteran who makes 99 or 100 on an examination until all veterans who make a passing grade are first appointed; nor will it be able to take an uninjured veteran with above average ability until all passing disabled veterans have been appointed. The same system, in reverse, would hold true of dismissals. When cuts have to be made in staff, the newly hired veteran will not be laid off until after the non-veteran who may have had long and valuable experience in the job.

Similar, though not so drastic, is the Starnes bill in regard to federal jobs, now before Congress. This would give preference credits to disabled veterans, wives of disabled veterans, unmarried widows of deceased ex-servicemen and honorably discharged servicemen and women, and would empower the President to designate certain federal jobs to be filled by veterans only, for a period of five years.

There is no question of the immeasurable debt the American public owes the men and women in the armed services, who are bearing the brunt of the war. But there is a real question as to the nature of a public job. Is it a "plum" to be used as a reward or a hand-out or is it a responsibility to be entrusted to the person best equipped to carry it ably and efficiently? Before trying to express our gratitude to veterans through the civil service system, we should perhaps ponder the words of *The New York Times:*

"When official posts are held by those who have shown in competitive tests that they are less qualified than others, the whole quality of the government service must suffer, and the great majority of returned veterans in our civil life will be injured with the rest of the country."

Postwar and Public Housing

IF ADVOCATES of slum clearance mean business, they must work for and get a postwar home building program at the rate of 1,500,000 dwellings a year for fifteen years, the National Housing Conference resolved at its annual meeting in St. Louis on March 24-25. The 1,500,000 total, almost double the figure for the peak year of pre-depression building, must come from both private and public enterprise.

The conference reaffirmed its belief that the size of the public program should depend upon the extent of the population not served adequately by private builders. In the past this has amounted to about half the people of our country.

Much concern was in evidence over the growing attack on the low rent public housing program from private interests. This attack, which is led by the National Association of Real Estate Boards and the National Association of Home Builders, has as its goal the turning over of slum clearance to private interests — along with much handsomer subsidies from federal and local treasuries than the current cost to the federal government for public housing of about $65 a year for each family.

Just what this might mean was shown by Senator Allen J. Ellender of Louisiana, who analyzed the real estate boards' proposal to amend the income tax law to exempt both private investment and private income from slum reclamation projects. The senator reported that, according to this plan, if an investor in the 80 percent income tax bracket cleared slums and built $4,000 houses on expensive $2,000 sites, the tax remission for each house would cost the federal government $4,000 (capital grant) and $110 a year (subsidy). Such houses would have to rent for $45 a month to meet all charges and thus would serve families in the $2,700 income group. Under the present public housing program, the same houses would rent for $16 to families with $860 annual income—without any capital grant, and with a maximum federal and local subsidy of $150 a year.

It was the sense of the meeting that, in the postwar picture, even though private industry achieves housing at considerably lower rents than ever before, there would still be need for an extensive public housing program for some time to come.

And So On . . .

THE University of Iowa announces a new series of graduate courses combining study in radio, journalism, and child welfare. The program will prepare students for "professional degrees in communication of child welfare information through the radio, magazines, and newspapers," and will be administered by the Iowa Child Welfare Research Station, in cooperation with the school of journalism and the department of speech. • • The poll tax repeal bill (HR 7) is scheduled to come up in the Senate for debate and a vote on April 17, the day Congress returns from the Easter recess. • • Federal-state expenditures for public assistance in 1943 dropped to less than one third the amount spent in 1938, according to reports from the Social Security Board. The decline was mainly attributable to liquidation of the Work Projects Administration. Two thirds of the 1943 expenditures went for old age assistance, where costs have been steadily increasing.

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The Social Front

Education

A VASTLY expanded program of adult education for the benefit of the 700,000 veterans to be discharged in New York City, and for those who cut short their education to take war industry jobs, is recommended in a comprehensive report recently issued by a committee of thirty educators and civic leaders speaking for the New York Adult Education Council, 254 Fourth Avenue, New York 10. Prof. E. C. Lindeman of the New York School of Social Work, and William H. Kilpatrick, professor *emeritus* at Teachers College, Columbia University, headed the committee.

The report points out that 360,000 men and women over twenty-five years of age in New York City have never gone to school, and that 3,000,000 (65 percent) of the adult population did not go beyond the eighth grade. Yet the evening elementary, high, and trade schools enrolled only 23,490 students last year, and the evening and extension courses in the city colleges, 14,557.

The report maintains that many of the returning veterans will have outgrown the schools they left. Holding that special programs for veterans are likely to retard their adjustment to civilian life, the report therefore stresses the need for increased adult education facilities available alike to veterans, former war workers, and others. It suggests that the broadened educational program for the general adult population should include counseling service; college preparation; elementary and high school training; English; preparation for naturalization; training for citizenship; and should be offered in both all-day and evening schools. The report urges that one school official be made responsible for all programs and services for adults, and that there be established at once qualifications and standards for a nucleus of full time teaching and administration personnel for adult work.

Opportunities for Negroes—Recommendations to the state and federal governments for broader educational opportunities for Negroes are included in the four-volume report on higher education among Negroes, based on a survey sponsored by Congress. Among the recommendations, written by Dr. Ambrose Caliver, senior specialist in the education of Negroes in the U. S. Office of Education, are proposals that: state authorities take steps to assure that equalization funds reach the source for which they are intended; states take steps to provide equality of educational opportunity for Negroes; the federal government participate in developing high grade university education for "either the Negro or white race or both, wherever in the country it cannot be done from other public or private sources"; that competent Negroes be utilized to an increasing extent in formulating educational policies and administering educational programs on a local, state, and national basis; that Negro institutions of higher learning assume leadership in developing "minority group strategies" in attacking interracial problems, encouraging civic responsibility, and removing "the stigma of inferiority."

School Drop-outs—The drop in high school enrollment since 1939 has now reached a total of 1,000,000 children for the country as a whole. Prompted by this trend, the Illinois Child Labor Committee initiated a study of the Chicago situation more than a year ago. Preliminary findings of the study, made by the School of Social Service Administration of the University of Chicago, are now available. Eight schools were selected, representing the city's geographical, racial, and economic factors. Home visits were made to 380 boys and girls under eighteen years of age who left school in June 1942 without graduating. It was found that jobs at high wages were the reason for most of the drop-outs, as 78 percent of the 380 children were gainfully employed. The young people were not a retarded group; nevertheless the majority (55 percent) had completed only the first year of high school or less. Of the 380, there were 112 who were only fourteen or fifteen years old when they left school. Under the Illinois law, children may leave school at fourteen if they are legally employed.

Intensive study of the 297 at work showed that the jobs of 207 were of the dead-end variety. Wages were relatively high, 206 of these inexperienced young workers earning from $20 to $35 a week, and 29 from $35 to $60 a week. The majority worked less than 48 hours a week, but the weekly hours of 37 percent were 48 or more; 31 in this group worked 50 hours or more, eight of them over 60 hours. More than half of the 297 employed had no work permits. Some of the boys and girls of fourteen and fifteen had never heard of work permits, though they had worked in several places.

In Print—A summary of current proposals for "Axis reeducation" is given in the March 18 issue of *Information Service,* bulletin issued by the department of research and education of the Federal Council of Churches of Christ in America, 297 Fourth Avenue, New York 10. Price, 5 cents.

"Play Centers for School Children," by Adele Franklin and Agnes E. Benedict (Morrow, 153 pages) is a practical handbook on the operation of out-of-school recreation centers for children in wartime. Price $1.50, postpaid by Survey Associates.

The full report of the recent investigation of the New York City public schools by a committee, appointed by the National Commission for the Defense of Democracy Through Education of the National Education Association, is now available in pamphlet form from the association, 1201 Sixteenth Street NW, Washington 6, D. C.

For Veterans

WITH reports from the Selective Service System that discharges from the armed forces now number some 10,000 a week, numerous communities are awakening to the fact that service to veterans of World War II is not entirely a postwar problem. Among the localities already shouldering some responsibility toward helping the ex-serviceman adjust to civilian life is New York City which, the first of this month, is opening a veterans service center to give the veteran opportunity to make the best use possible of the community's social services, medical care and counseling resources. The center is to be staffed by volunteer physicians, psychiatrists, medical social workers, psychiatric social workers, employment counselors, vocational guidance workers, as well as representatives of the U. S. Veterans Administration, the rehabilitation division of the New York State Department of Education, and the U. S. Employment Service.

Another service recently opened in New York is the Veterans Counseling

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Service of New York University, which has the purpose of planning educational programs for ex-servicemen, taking into consideration their military and naval occupations. The service has prepared an extensive chart in cooperation with representatives of the armed forces, showing the relation of service occupations to civilian occupations in the professions, business, industry, and teaching.

In Detroit, a city rehabilitation board has been established to serve as a coordinating agency for all groups interested in veterans reemployment and rehabilitation. The board is making plans to facilitate aid not only for the 200,000 servicemen expected to return to the city at the end of the war, but also for the 500,000 war workers who will be displaced. The board has appointed two subcommittees, one to survey present services in connection with the problem, and the other to set up a returned veterans information center in a city park.

Cleveland has also established a central committee to coordinate local activities for returned servicemen. One of its first jobs will be the printing of a directory showing what agencies deal with what problems.

Preparing the Home—Last month, the New York City Chapter of the American Red Cross inaugurated a course on war psychoses for home nursing instructors. Conducted by six prominent psychiatrists, the course is intended to give the instructors knowledge of what will be required of families and friends in the readjustment of servicemen discharged for neuropsychiatric reasons. The instructors are expected to pass this knowledge on to women taking home nursing courses.

Aids from Industry—In Birmingham, Ala., a board of sixty business men and industrial officials is operating a placement service for discharged servicemen. Members of the board have organized themselves into an interviewing committee and have set aside a room for conferences in the local Chamber of Commerce building. On weekday afternoons any ex-serviceman may go to this room for an interview, which frequently ends in a referral to a local industry for possible employment. So far, about 100 men have been placed through this service. The board, which does not guarantee employment to every applicant, is primarily interested in men who entered the armed forces directly from school, who acquired new education and training in the armed forces, or who cannot return to former jobs because of disabilities.

In Philadelphia, the Brown Instrument Company, a manufacturer of industrial precision instruments, is providing every draft board within a thirty-five mile radius of its plant with weekly lists of jobs open at the plant and the experience required, so that the positions may be made known to discharged servicemen reporting to the boards. Qualified veterans are offered an opportunity for instruction in the Brown school in the servicing, operation, and maintenance of industrial instruments.

Insurance—Members of the armed forces from New York State are now covered by unemployment insurance under an act passed last month by the state legislature. The act provides that returning servicemen will be eligible for a maximum of $360 in unemployment compensation at a rate of $18 a week for twenty weeks, whether or not they were in covered employment before entering the service. The federal mustering out pay of $200 or $300 will not be counted against the state insurance payments, though any federal unemployment compensation which may later be provided for, will be deductible.

Toward Jobs—The U. S. Employment Service has established experimental veterans employment centers in New Haven, Conn.; Philadelphia; Minneapolis, Minn.; Houston, Texas; Denver; and Los Angeles. Besides offering counseling and placement opportunities to discharged servicemen in these areas, the purpose of the centers is to develop methods of rendering effective service to veterans for later adoption in all the 1,500 offices of the USES. Such service will provide information concerning the activities of various federal, state, and community agencies; show the civilian occupations which are related to military and naval jobs; show the occupations suitable to the physical capacities of disabled veterans; provide current information on job opportunities, wage scales, living conditions, and other factors affecting employment; provide special aptitude tests to determine the types of jobs for which individual veterans are best fitted or the nature of further training needed.

The activities of the experimental centers are closely coordinated with the hospital interviewing program of the USES's Veterans Employment Service. This program was begun late in 1942 when the VES, at the suggestion of the navy, undertook to interview and register disabled naval personnel at navy hospitals prior to their discharge, referring them to the local employment offices of the communities to which they planned to return. The program proved so successful that it was later extended to the army.

Other federal agencies concerned with helping the discharged servicemen back to a job are: the Selective Service System, which has the responsibility for requiring former employers to reemploy men who left their services to join the armed forces; the Veterans Administration, responsible for the vocational training of veterans with service connected disabilities; the Office of Vocational Rehabilitation, Federal Security Agency, responsible for training through state agencies veterans and others with non-service connected disabilities; Civil Service Commission, which maintains representatives in USES offices to acquaint qualified veterans with employment opportunities in the federal service.

Coordinator—In line with recent recommendations of postwar planner Bernard Baruch, the administration has created an agency within the Office of War Mobilization to coordinate the work of numerous others dealing with problems of demobilization. Heading the coordinating agency, with the title of administrator of retraining and reemployment, is Brig. Gen. Frank T. Hines, for the past twenty-one years director of the Veterans Administration. Among his plans is the promotion in communities of locally controlled veterans information centers to apprise returned servicemen and women of their rights and the resources available to them. Working with General Hines is a policy board including representatives of the War, Navy, and Labor Departments, the Federal Security Agency, the War Manpower Commission, Selective Service, Veterans Administration, and Civil Service Commission.

Retraining—Three hundred ex-servicemen are now enrolled in special vocational classes operated by the vocational division of the New York City Board of Education. In cooperation with the Veterans Administration, the Selective Service System, and other interested agencies, the board is developing a comprehensive program for the vocational rehabilitation of disabled veterans which, when developed, will consist of two divisions: The first will be devoted to the retraining of servicemen and women who have suffered disabilities of 10 percent or more; the second to veterans whose disabilities are comparatively minor. Provisions are already available to care for 5,000 men at once, with the expectation that these may be increased to a capacity of 10,000. Special schools with no more than ten students to an instructor will be set up for the seriously disabled. For the present, the less seriously disabled will be as-

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signed to the division's War Industries Training Classes, but as their numbers increase, they will be sent to separate schools to be known as Institutes for Veterans.

Mental Health—A neuropsychiatric clinic for discharged servicemen and women and draft rejectees of Essex County, Mass., has been opened at the Salem Hospital under the auspices of the Massachusetts Society for Mental Hygiene. The clinic is particularly interested in veterans or rejectees suffering from bodily complaints for which no physical basis can be found. . . Discharged servicemen have comprised one third of the patients of the psychiatry clinic for war related problems, established by the Boston Psychoanalytic Institute last fall. Another third were selective service rejectees or men about to be called up for induction.

In Print—A bulletin (OCD Publication 3635) issued last month by the Office of Civilian Defense, is designed to interpret the federal programs for the training, re-employment, and rehabilitation of servicemen demobilized from the armed forces. It contains a formal statement of the services available from eight federal agencies. They are: the war department, including the army educational program and army hospitalization and rehabilitation; the navy department, including the navy educational program, hospitalization and rehabilitation; the Selective Service System; the Veterans Administration; the War Manpower Commission, including the Veterans Employment Service and the U. S. Employment Service; the Office of Vocational Rehabilitation of the Federal Security Agency; Consultant Service for the Blind of the Office of Education; Veterans Service of the U. S. Civil Service Commission. The bulletin also contains a statement of programs and services offered by seven private national agencies: the bureau of rehabilitation of the American Legion; American Occupational Therapy Association; American Physiotherapy Association; American Red Cross; Council on Rehabilitation; Disabled American Veterans; Veterans of Foreign Wars.

Concerning Children

FIFTY-SIX of the eighty-five nursery centers in Los Angeles are being used to capacity, and have a combined waiting list of 470 children, according to George D. Nickel, executive secretary of the Child Care Coordinating Committee. Most of the twenty-nine centers not showing capacity use have been opened only recently. Chief reasons reported for the increased use are the pending draft of fathers, and word of mouth publicity by satisfied mothers who have used the centers.

The day care centers for older children do not show the same capacity use—only eight having a waiting list. The explanation may be in a combination of factors. They are not so well staffed, housed, or operated as the nursery centers; the program is not so well adapted to meet the needs of the children; and parents do not recognize the importance of after-school supervision.

For Delinquent Parents—After ten months of operation the San Francisco Parental School, for parents of delinquent children, has been officially incorporated in the adult education program of the school department. Originally started by George A. Jarrett, executive secretary of the coordinating council, the school was planned for parents referred by the judges of the juvenile and other courts handling cases of delinquency, neglect, domestic difficulties, and the like. Attendance is made a part of the terms of probation. Classes are held one night a week, and the curriculum covers the following topics: legal responsibility of the parent; parental responsibility for child health; parents' responsibility for maintaining an adequate recreational program; community facilities for recreation; school careers of children; the relationship of the church to the home; the child's emotional life; the importance of a job for children.

Teen-Town Club—Jacksonville, Fla., is opening a large recreation center, financed from public and private funds, to be known as the "Teen-Town Club." Policies of the club, hours it will be open, types of programs, and other administrative duties, will be determined by a "mayor" and "youth commission" of eighteen persons, elected by the 1,100 members of the organization, who will be given adult counsel by the Juvenile Protective Association. City officials plan to use policewomen to push the club's program.

Isolated Day Care—In Minneapolis, the public health service, at the suggestion of the child care committee, has arranged for a wing of the city hospital to be used as an isolation center for nursery school children with minor illnesses. Each morning a public health nurse makes the rounds of the eleven Minneapolis nursery schools, and collects the children with sniffles or other minor ailments. Three rooms are set aside for this isolation nursery school, and three trained nursery school teachers are in charge, with doctors and nurses available when needed. The main reason for the establishment of this center was to take care of children whose mothers work, and who, because of slight illness, cannot remain in the regular nursery schools.

Camping, 1944—Increased enrollment in camps this summer, with greater difficulty in securing staff personnel, is predicted by the Pacific Camping Association, after a survey of sixty West Coast camps. Discharged veterans, school teachers, and parents will be used to fill the personnel gaps caused by military service and war industry. Greater emphasis will be placed on building the physical and mental health of the campers to help them better withstand wartime strains.

"Camps must teach children to accept the wounded veteran without question, as a normal human being," said Dr. Hedley S. Dimock, dean of George Williams College, and coordinator of training for the USO at the camp conference held in New York last month under the auspices of the New York section of the American Camping Association and *Camping World*. He predicted also a postwar expansion of camping experience for all youth, made possible by use of governmental supplies — beds, blankets, tents, and jeeps.

Utopia—A new center for children of working mothers, called Utopia, opened in New York City's Harlem district last month under the joint auspices of the Utopia Neighborhood Club, the New York branch of the National Association of College Women, and the Mayor's Committee on Wartime Care of Children. Plans are to keep the center open in the evening as a recreation place for older boys and girls, and a meeting place for parents. Each floor of the renovated building is painted a different color.

Between Trains—The Pennsylvania Railroad recently entered into the child care field with the installation in its Thirtieth Street Station in Philadelphia of a three-room nursery for the use of traveling mothers. According to the railroad's announcement, the nursery is a forerunner of others to be established in New York, Washington, and other large cities. Washington already has a between-the-trains child care center operated under the auspices of the District of Co-

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lumbia Child Care Committee [see *Survey Midmonthly*, January 1944, page 21], and located in the United Nations building across from Union Station. A small nursery in the Union Station at St. Louis is maintained by all the lines served by that depot.

Inadequate Grants — One of the main reasons why home relief is necessary today is because the aid to dependent children grants of $18 a month for a mother and one child, plus another $12 for each additional child, are not enough to provide food, shelter, clothing, and medical care, according to the Chicago Welfare Administration. About 50 percent of the 34,000 persons receiving relief grants in Chicago are in the ADC families, where supplemental aid is necessary. Practically all of the remaining relief recipients are "either too old or too young or too sick to work," and are ineligible for assistance under the various social security programs.

War and Welfare

THE Army Service Forces recently announced the establishment of a Personal Affairs Division to serve the personnel of the service forces and the ground forces and their dependents; discharged personnel and their dependents; and the families of deceased personnel. The new division's main function will be to dispense information through field branches on problems pertaining to emergency financial aid, allowances, arrears in pay, war bonds, gratuity pay, insurance, pensions, legal assistance, employment, vocational rehabilitation, hospitalization, housing, and personal effects. A volunteer women's committee has been formed in conjunction with the division to organize volunteer units of women relatives of army personnel to aid in special problems.

Food for Europe—In a recent survey of the probable food needs of Europe after the war, the National Planning Association recommends steps to be taken in the United States now and in the future to assure "well planned domestic and foreign food production programs," with the smallest possible inconvenience to the diet of the American people. The report estimates that the total necessary food imports needed in Europe in the first year after defeat of Germany will be about 8,500,000 to 9,000,000 tons, but predicts that "On a pure tonnage basis it is doubtful whether the United States will have to supply more than one third of the total food which Europe will need to import." "If the United States," the report says, "can preserve temporarily the emphasis (in Europe) on production of vegetable foods, Europe should be able to supply from four fifths to seven eighths of her minimum food needs in the first two years after Germany's defeat."

A breakdown of estimated European needs for fats and oils, meat, milk, and other foods, is included in the report, with the probable effect of these needs upon civilian consumption in the United States. Of these categories, the milk needs only are a comparatively severe threat to our average consumption. The report looks toward cooperation of private relief agencies with the UNRRA in the distribution of relief. From the National Planning Association, 800 21 Street, N. W., Washington, D. C.

War Prisoners—The latest report from the American Red Cross on aid to prisoners of the Japanese tells of the unloading of half of their second relief shipment at Manila on last November 8, and says that the other half reached Yokohama a week later. This shipment was by diplomatic exchange vessels, and was transferred from the *Gripsholm* to the *Teia Maru* in September. Their first relief shipment reached Yokohama on the *Gripsholm* in August 1942, shortly after the Japanese agreed to accept such cargoes on diplomatic exchange vessels.

Diplomatic exchange shipments are regarded as only temporary expedients, however, and ARC is continuing its efforts to "establish a regular route for the shipment of supplies to prisoners of war and internees in the Far East." In February a year ago, the ARC proposed that it turn over to the Japanese in mid-Pacific, a fully loaded ship, which, after the distribution of the supplies by the Japanese Red Cross, would be returned empty. On its return, the Japanese crew would pick up a second fully loaded ship. No reply to this proposal has been received.

However, the Japanese government has indicated it would consider accepting supplies sent on Soviet ships to Vladivostok. The Russian government, in late August 1943, agreed to carry 1,500 tons of supplies monthly to Vladivostok. The first shipment has been there for some time awaiting pick-up by the Japanese.

Further shipments are ready in this country, to be sent as soon as the first has been accepted.

India Relief—A five-months old organization, the India Famine Relief Committee, approved by the President's War Relief Control Board, is attempting to alleviate the suffering in India, where the famine has by no means completely subsided. In Bengal alone, the number of deaths above normal due to famine and disease is estimated to be around 3,500,000 during the past year. The task of rebuilding the health and stamina of the survivors will take years.

The committee's immediate plans include a $400,000 program, $100,000 of which was collected by the American Friends Service Committee, and has already been shipped in supplies of evaporated milk. Of this, $50,000 was a donation by British War Relief, and $25,000 came from the Church Committee on Overseas Relief and Reconstruction. The remainder, which will carry the committee's work through April, is National War Fund money. Of this, British War Relief contributed $200,000, and the war relief committees of the AFL and the CIO, $100,000.

The Friends will administer the program in India. Their foreign service secretary, James G. Vail, is now there, working with the British Friends Ambulance Unit and with Indian, British, and American groups. His reports of further Indian needs will partly determine the IFRC's program.

As the jurisdiction of the United Nations Relief and Rehabilitation Administration covers areas suffering from famine and disease as well as liberated territory, India can be included in UNRRA plans. Action by UNRRA in India is, however, only a paper possibility as yet, for indications are that UNRRA machinery, when set up, will give primary attention to relief of liberated countries.

The Public's Health

THE most extensive comparison between dental fees and costs ever to be made in this country is included in "Dental Care for Adults," a study prepared by Dorothy Fahs Beck and Mary Frost Jessup, under the auspices of the socio-economics committee of the American College of Dentists. Based on records of 485 patients of the Dental Health Service of New York City, the analysis is unique in distinguishing between initial care and maintenance care in regard to the costs and time elements in services to adults. The results of this breakdown indicate that, at present, dental practice is leaning too heavily for its income on dentures and X-ray service and too little upon maintenance and preventive services.

The authors point out that if every adult in the country received as adequate care as the patients under study, the volume of service would greatly exceed the maximum that could be rendered by all the dentists and their assistants in the United States. But they add: "There is

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no reason to believe that the supply of dentists is greatly out of line with effective demand for care."

The study produces striking evidence of the possibility of saving teeth through regular maintenance care. The loss of teeth among the patients who had received such care was considerably lower than among adults of the same ages in the general population with family incomes of $5,000 or over. Thus there is indicated the need for a widespread health education program in regard to the importance of dental care.

But the report also finds: "If the cost of essential maintenance care for our patients were added to that of adequate medical care, the total would be paid at lower income levels only with great difficulty, if at all."

In exploring possibilities of meeting this difficulty, the authors suggest that though the insurance principle cannot be a solution to the initial costs problem, it might be applied successfully to maintenance needs.

Price $1.50 (paper), from the American College of Dentists, 4952 Maryland Avenue, St. Louis, Mo.

Penicillin—By July 21, the thirteen American and two Canadian firms which are now manufacturing the new magic drug, penicillin, will be producing at full capacity, according to reports from the Office of War Information. In spite of greatly increased production, the army and navy do not have as much of the drug as they need, and are restricting use of penicillin to wounds or diseases which do not respond to sulfa treatment. Of the present supply, 86 percent goes to the armed forces, and the remainder to organizations which are carrying on clinical research and chemical investigation. A committee of five outstanding specialists in chemotherapy, headed by Dr. Chester S. Keefer, Evans Memorial Hospital, Boston, Mass., is responsible for distribution of penicillin for clinical research among civilians. Requests for civilian use must be made of Dr. Keefer.

Medical Care—A new plan for the medical care of the medically indigent, devised by the East Providence Department of Public Welfare and the division of public assistance of the Rhode Island State Department of Social Welfare, is now in operation on an experimental basis in East Providence.

Under the plan, public assistance recipients may make their own arrangements for medical and dental care, when needed, with confidence that their assistance grants will be adjusted to meet the additional expenses involved. In line with the policy which provides cash to the assistance recipient for his other needs, the medical care program trusts him with the responsibility of paying his own medical bills. Schedules of allowable costs and services have been worked out.

Says "Medical Care Booklet," a bulletin issued to inform recipients of the plan: "Do not delay in considering any emergency medical care, because the cost of such emergency care can always be considered in determining the amount of your assistance payment."

Persons who are able to meet normal expenses but are unable to meet the costs of medical care can apply to the welfare department for medical care grants alone.

Food Handlers—Over 2,600 persons attended a special course for food handlers in Baltimore, Md., conducted by the Baltimore City Health Department during the past several months. Under the direction of the department's Bureau of Food Control, the course was introduced because of the increasing turnover among restaurant employes. During a two-hour session, instruction was given in elementary bacteriology, personal hygiene, utensil disinfection, refrigeration, and insect and rodent eradication. Though attendance was voluntary, restaurant proprietors often helped make arrangements and urged their staffs to attend.

British Health—Now under debate in the British Parliament is the first White Paper on National Health Service, recently prepared by the government as an outgrowth of the Beveridge report. It will soon be followed by two more on the same subject. Its recommendations propose complete medical care for everyone free of charge—including the services of a family doctor; drugs, medicines and appliances (with a few exceptions); home nursing, hospital specialist, consultant, dental and ophthalmic services. The program would be administered by the counties and boroughs through local health centers. Cooperating doctors would work under contract with "central medical boards" and local authorities. The program would not be compulsory, and patients and doctors alike would participate only on their own volition.

Incentive—A sum of $200,000, allocated to the U. S. Public Health Service by Congress last December, provides localities suffering from a physician shortage with opportunity to attract doctors from areas where no shortage exists. The money is being used to finance a program which pays the moving expenses of the relocating physician and his family, plus a $250 monthly allowance for his first three months in the new location. To be eligible for such aid, the community must contribute one fourth of the cost and the physician must agree to practice in the community for at least a year.

Mothers and Babies—By February 1 of this year, nearly 200,000 mothers and babies had received service under the Emergency Maternity and Infant Care Program established by Congress a year ago, according to the federal Children's Bureau. The program provides hospital and medical care without cost during pregnancy and for six weeks after delivery to wives of men in the four lowest pay grades of all branches of the armed forces. In addition, pediatric care is pro-

DR. ELLEN CULVER POTTER

The candidate for president of the National Conference of Social Work in 1945 is Dr. Ellen C. Potter, physician, social worker, and warm human being. For the past fourteen years, Dr. Potter has successfully linked her two professional interests into one job as director of medicine for the New Jersey State Department of Institutions and Agencies, to which she has added a host of extra-curricular activities, all involving service to others. Some of her present responsibilities are those of chairman, joint committee of the American Public Welfare Association and the American Hospital Association; chairman, New Jersey child care committee; member, U. S. Children's Bureau Advisory Committee on Social Services for Children.

Dr. Potter will be inducted into her new office at the final meeting of the conference which is to take place in Cleveland, May 21-27.

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vided for infants during their first year. Since the first state plan, North Carolina's, was approved by the Children's Bureau last April, all forty-eight states and Hawaii, Alaska, and Puerto Rico have made arrangements for inclusion in the program. Last plan to be approved was Puerto Rico's on February 23.

Against Cancer—This year, the President of the United States has again proclaimed April as cancer control month. Main event scheduled is the campaign for new members of the Women's Field Army of the American Society for the Control of Cancer, which now numbers 300,000. The society conducts a health educational program stressing the value of annual or semi-annual physical examinations, so that cancer may be discovered early, when it might be curable. The society is also interested in promoting the establishment of cancer prevention clinics, where well persons can report periodically for examination. Free information about cancer and its control is available from the national headquarters at 350 Madison Avenue, New York 17.

Last month, the first national conference on cancer prevention clinics was held under the society's auspices at the Hotel Biltmore in New York. Features of the program were speeches by the three women cancer specialists who head the only four cancer clinics in this country staffed completely by women and operated exclusively for women. They were Dr. Elise L'Esperance, founder and director of the Strang Memorial Clinic, Memorial Hospital, and of the Kate Depew Strang Tumor Clinic of the New York Infirmary for Women and Children, both in New York; Dr. Catharine Macfarlane, research professor of gynecology, Women's Medical College, Philadelphia; and Dr. Augusta Webster, cofounder and medical director of the Chicago Cancer Prevention Clinic, Women and Children's Hospital.

Stutterers—"Since the stutterer is emotionally unstable and becomes disorganized under the comparatively minor strain of civilian life, there is grave danger of his breaking down under the stresses to which the soldier is exposed," says the annual report of the National Hospital of Speech Disorders. From the beginning of selective service, the hospital has been urging that stutterers either be classified as unfit for the armed forces or assigned to limited services. The report maintains that failure thus far to screen out persons with this form of speech disorder has resulted in "an increasing number of stuttering soldiers invalided out of the army or given furloughs and referred to the institution for rehabilitation."

In Print—The Bureau of Research and Statistics of the Social Security Board has issued a digest of prepayment medical care organizations, covering plans in operation in this country and a few of those in Canada. Though the digest does not represent a complete canvass of the plans in the United States, more than 3,000,000 people are eligible for care under those described. Included are 114 industrial plans, 25 private group clinics, 31 consumer sponsored cooperatives, 35 medical society set-ups, 12 governmental projects, and 2 plans that were unclassified. Each description gives the name and address of the sponsoring organization, the area served, enrollment, eligibility requirements, age and income restrictions, services provided, and charges.

"Tuberculosis, Labor and Management" is the title of a 52-page manual prepared by W. A. Doppler, and published by the National Tuberculosis Association, 1790 Broadway, New York 19, N. Y. Organized as a guide in promoting industrial surveys, it contains discussions of management, labor, and medical attitudes, costs and benefits, and suggested methods of procedure. Copies may be obtained from state and local tuberculosis associations.

The first issue of the *Hearing Survey Quarterly*, a thin bulletin containing reviews, digests, and original articles on aid to the hard of hearing, appeared in January. The quarterly is edited by B. V. Morkovin and Mrs. Mary Rogers Miller. Mr. Morkovin is supervisor of the hearing division of the psychological clinic at the University of California. Subscription price 50 cents from the editors, 1209 Crenshaw Boulevard, Los Angeles 6, Calif.

Jobs and Workers

WITH the conference of the International Labor Organization scheduled to open in Philadelphia on April 20, the question of American labor representation is still unsettled at this writing. Heretofore, the American Federation of Labor has been considered the "most representative labor organization" in this country, and it has sent the single American worker delegate, entitled to one vote, to ILO meetings. This year, President Roosevelt requested that the AFL share equally with the Congress of Industrial Organizations in representation at the conference, with a member of each body casting a half vote. The proposal was accepted by the CIO which, since 1936, has urged that it be placed on an equal footing with the AFL at ILO meetings. It was rejected by the AFL. At a preconference orientation program on March 29, members of both labor bodies were scheduled to speak. Both spokesmen were withdrawn, pending a decision as to the makeup of the delegation by President Roosevelt.

The AFL has not modified its decision to take no part in the World Trade Union Conference in London June 5, at which the CIO and also the Russian trade unions will be represented.

Women's Wages—The New York State legislature, which closed its session March 18, enacted the Todd bill, embodying the principle of equal pay for equal work. New York thus became the third state to enact such legislation since Pearl Harbor, the other two being Washington and Illinois. A fourth state, Montana, passed such a law at the close of World War I. In Michigan, a similar measure was recently upheld in the courts.

A recent study by the Division of Women in Industry of the New York State Department of Labor revealed that a substantial proportion of the women doing the same work as men in the state have not been getting equal pay for equal work. The survey covered 143 manufacturing plants and 56 non-manufacturing concerns. It showed that inexperienced women have been receiving the same entrance rates as inexperienced men in only 60 percent of the manufacturing plants and 63 percent of the non-manufacturing concerns. About one third of the 57 plants with lower entrance rates for women paid them 2 to 10 cents less an hour than was paid men doing the same work. Three fifths of the plants showed wage differentials of 10 to 20 cents an hour for comparable work; the rest, 20 cents or more. In plants having automatic wage increase systems, the differentials between pay for women and men were wiped out or decreased in eighteen instances, but remained the same, or increased, in the rest.

Postwar—A warning to organized labor to place no obstacles in the path of returning war veterans seeking jobs in postwar industry is sounded in the sixth annual report of the Ives Committee, a bipartisan body established by the New York State legislature to advise the lawmakers in the field of industrial relations. The report cites as an example of what labor should do, the recent action of the

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International Association of Machinists in opening its membership to honorably discharged veterans without payment of initiation fees. The committee comments: "The postwar attitude toward labor unions which will be held by the more than 10,000,000 Americans who will have served in the armed forces of the United States during the war will be very largely determined by the policies pursued toward them by the unions themselves."

The department of research and education of the Congress of Industrial Organizations has prepared a brief illustrated pamphlet based on the notable report of the CIO Postwar Planning Committee to the officers and executive board at the 1943 convention. The pamphlet follows the report closely in emphasizing the need for over-all planning, price control, high wages, maximum production, and a broadened program of social security.

A postwar employment program has been submitted to national leaders in the securities business by a group of Los Angeles, Calif., investment and brokerage houses. As explained by its sponsors, the program is based on the belief that postwar industry will draw heavily on private financing, requiring a substantial expansion of investment and brokerage facilities. The dual purpose of the program is to provide jobs with a future for demobilized servicemen who are qualified to take the proposed training course, and to bring "young blood" into the business. In Los Angeles, three working committees have been created to carry on the chief phases of the program —census, recruiting, education. Carey S. Hill of Hill, Richards and Co., is chairman of a committee which will present the Los Angeles plan to the Investment Bankers Association for national application and expansion.

Eight Points—An eight-point program by which management and labor can help "speed victory in the war and at the same time build up sound industrial relations for the postwar period" was put forward by William H. Davis, chairman of the National War Labor Board, when he addressed the Economic Club of Detroit last month. His suggestions were:

1. Live up to your contracts and make them work.
2. Install arbitration as the final stage in your contract's grievance procedure.
3. If you already have grievance machinery be sure you utilize it in all disputes.
4. If your contract is about to terminate, extend it until you have negotiated a new one or until the regional board has rendered its decision.
5. Employers should not cause dissension in their plants by challenging the right of a duly certified union to represent their employes in collective bargaining.
6. The same holds true for unions and their raiding tactics. . .
7. When negotiating new contracts, or revising old contracts, make a sincere effort to negotiate a settlement.
8. Above all, employers should impress upon their foremen, superintendents, and other supervisors that you don't build tanks, guns, or anything else by fomenting quarrels with your employes; that the way to get better labor relations is to treat the employes like human beings. And, of course, that goes for the employes' side too. Labor leaders must not play politics by manufacturing grievances in the plant.

In Print—"Shipyard Diary of a Woman Welder," by Augusta H. Clawson, is a lively account of the training and job experience of a war worker, which includes a lot of authentic information about present-day employment in the shipyards. Price 25 cents from Penguin Books, Inc., 300 Fourth Ave., New York 10.

"Employment Policy and Organization of Industry After the War" is a 70-page pamphlet summarizing the conclusions of a series of conferences at Nuffield College, Oxford. Price 50 cents from Oxford University Press, 114 Fifth Avenue, New York 11.

The U. S. Department of Labor offers a "Digest of State and Federal Labor Legislation," enacted between August 1, 1942 and August 1, 1943. Price 15 cents from the superintendent of documents, Washington, D. C.

No. 86 of the Public Affairs Pamphlets, "When I Get Out Will I Find a Job?" is a timely summary of the report of the conference on postwar readjustment of civilian and military personnel on "Demobilization and Readjustment." Price 10 cents from the Public Affairs Committee, 30 Rockefeller Plaza, New York 20.

Professional

WHAT can social work interpreters do about the problem of race relations? This was the question the Social Work Publicity Council of Chicago put to itself last October and attempted to answer through a series of meetings and planned programs during the five succeeding months. The story of these efforts to find the place where a social agency publicizer can relate the job of interpreting what one agency does to the responsibility of creating understanding of a larger social issue, is now available in a mimeographed booklet, "Pages from a Workshop Notebook." It contains minutes, meeting notices, addresses and summaries of discussion "lifted . . . bodily from the notebook" of the council's secretary. Price 10 cents, from the council, 343 South Dearborn Street, Chicago.

Toward Tolerance—Late last month the board of directors of the Bureau for Intercultural Education, New York City, voted to expand the bureau's program to a national scale, with the opening of three summer workshops in colleges, development of experimental projects on eliminating intolerance in various sections of the country, and additions to the staff of several field workers to initiate tolerance programs throughout the country. The three workshops will be at Teachers College, Columbia University, N. Y.; Harvard University, Cambridge, Mass.; and the University of California, Berkeley, Calif.; and will be planned for teachers and administrators. The first experiment in this field on a high school level will be under the direction of Dr. Elsie Alpenfels of the University of Chicago. Several hundred children, selected from Chicago high schools, will receive a two-year course in cultural relations. Their attitudes will be tested immediately before and after the course, and after the passage of one year.

Opportunities—The Missouri Merit System Council has announced unassembled examinations for the following positions: child welfare consultant, monthly salary range $185-$235; child welfare worker, class I, $160-$200; child welfare worker, class II, $145-$165. All positions will be in rural areas. Latest date of application is September 1; though "the earlier a candidate applies, the sooner he can . . . attain eligibility for appointment." Inquire of Merit System Office, 125½ East High Street, Jefferson City, Mo.

Social Planning—The Rhode Island Conference of Social Work has authorized its president to appoint a postwar social action planning committee. The committee includes representatives of the Society for Prevention of Cruelty to Children, the American Association of Social Workers, the Rhode Island Medical Society, the American Federation of Labor, the Congress of Industrial Organizations, the Providence Council of Social

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Agencies, the Rhode Island Tuberculosis Association, the State Defense Council, the National Association for the Advancement of Colored People, and the State Council of Churches.

Fees—In New York City, the Community Service Society has worked out a plan for fees for professional services, ranging from 50 cents to $3 an interview, accepted only from clients who themselves express a wish to pay, and who are able to do so. Fee service is now available at all twelve district offices and at the bureau for men and boys. Free service for the majority of CSS clients will continue as before.

Conferences—The second National Conference on Convalescence and Rehabilitation will be held in New York City, April 25-26, under the auspices of the public health relations committee of the New York Academy of Medicine. Medical officers of the army, navy, air forces, the U. S. Public Health Service, and the Veterans Administration will discuss recent developments in rehabilitation of the war wounded.

Buffalo will be host, June 5-8, to the joint biennial convention of the American Nurses Association, the National League of Nursing Education, and the National Organization for Public Health Nursing. Headquarters hotels for the different organizations will be, respectively, the Hotel Statler, the Hotel Lafayette, and the Hotel Buffalo.

The ninth biennial Canadian Conference on Social Work will be in session at the Fort Garry Hotel in Winnipeg, May 15-19. Further information may be obtained from the secretary, Canadian Conference on Social Work, 460 Main Street, Winnipeg, Man., Canada.

Schools and Students — A tabulation of students of all member schools of the American Association of Schools of Social Work, as of November 1, 1943, is now available from the AASSW, 1313 East 60 Street, Chicago 37. The report includes figures on full and part time social work students, both graduate and undergraduate; school enrollments; and visiting foreign students.

At Western Reserve University the School of Applied Social Sciences is offering three special institutes, in addition to its regular summer session. A housing management training institute for persons with initial qualifications for public or private housing management, will be held from May 1 to June 17. The other two institutes will consider programs for adolescents in wartime, and interracial and intercultural problems in group activities. These will open on May 29, and will adjourn before the middle of June. Full information from the university admissions office, 2117 Adelbert Road, Cleveland 6, Ohio.

A full curriculum in psychiatric social work is being developed at the Tulane University School of Social Work, in New Orleans, under the direction of Audrey F. Sayman, formerly case supervisor at the Gardiner General U. S. Army Hospital in Chicago. The school is also offering a full program in group work for the first time.

A three months course in the character and problems of modern migration is under way at the Hebrew Immigrant Aid Society in New York City. The course is being given under the joint auspices of the HIAS and the New School for Social Research.

This summer Wellesley College is to inaugurate the Wellesley School of Community Affairs, to run for six weeks beginning June 29. The program, to be built around the theme, "Cultural Differences within the American Community," will be directed by Dr. Margaret Mead, assistant curator of ethnology, American Museum of Natural History, New York City. Inquire of Edith R. West, Wellesley College, Wellesley, Mass.

In Print—The American National Red Cross has just published a new booklet, "Let's Talk It Over," written specifically for the Red Cross field directors working with the armed forces here and abroad. It contains an informal discussion of the techniques of good interviewing, and of other problems that may confront field directors in military settings. . . . The proceedings of the 1943 conference of the National Urban League are now available in booklet form. The addresses included cover such subjects as Negro employment problems, building an interracial movement, working toward interracial understanding through councils of social agencies. . . . Last month the Social Planning Council of St. Louis and St. Louis County put out the first issue of a monthly mimeographed bibliography, "Literature in Social Work." Subscription ten months, 50 cents, from the Social Planning Council Library, 613 Locust Street, St. Louis 1, Mo. . . . The first issue of *Rescue*, an information bulletin published by the Hebrew Sheltering and Immigrant Aid Society, 425 Lafayette Street, New York 3, N. Y., appeared in January. Its purpose is to present facts bearing upon Jewish refugee and immigration problems, and to urge appropriate action for their solution. . . . Among the new publications on community recreation is a bulletin published by the Conference of Alcoholic Beverage Industries, Inc. Its first issue contains a list of "do's" and "don'ts" for people interested in starting teen-age clubs. Free from the Conference of Alcoholic Beverage Industries, 551 Fifth Avenue, New York 17.

People and Things

ALL top administrative posts in the United Nations Relief and Rehabilitation Administration have now been filled, many of them by Americans well known in the social service field. Besides Herbert H. Lehman, director general, they include: Fred K. Hoehler, formerly head of the American Public Welfare Association and until recently associate director of the now defunct OFRRO, who is UNRRA's director of displaced persons; Hugh R. Jackson, one-time associate director of the New York State Charities Aid Association, who also came from OFRRO and will serve as deputy director general in charge of liaison between headquarters and regional offices; Dr. James A. Crabtree, former executive secretary of the health committee of the Office of Defense Health and Welfare Services, chief of the health division; Roy F. Hendrickson, former administrator of the Agricultural Marketing Administration, deputy director general in charge of supplies; Francis B. Sayre, one-time U. S. High Commissioner to the Philippines, diplomatic adviser to the director general.

Other UNRRA appointments include one Englishman, two Canadians, one Russian, one Pole, one Czechoslovakian, two Chinese. They are, respectively: Sir Arthur Alter, senior deputy director; Mary Craig McGeachy, chief of the welfare division; H. P. Van Gelder, deputy director general in charge of finance and administration; Michail A. Menshikov, deputy director general in charge of areas; Mieczysklaw Skolowski, financial adviser to the director general; Antonin Fried, director of the division of industrial rehabilitation; P. W. Kuo, deputy director general in charge of the secretariat; and Dr. Tsonhyuin Huang, assistant general counsel.

Officers—Eduard C. Lindeman is the new chairman of the board of trustees of the National Child Labor Committee, succeeding Homer Folks, now chairman *emeritus*. . . . First woman ever to be elected president of the National Health Council

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is Eleanor Brown Merrill, who took office last month. Mrs. Merrill is executive director of the National Society for the Prevention of Blindness.

Associated Youth Serving Organizations, the new coordinating and planning association formed by seven private national youth agencies, announces the election of the following officers: president, Dr. Harry Gideonse, president of Brooklyn College; vice-presidents, Frank Wile, president of the Jewish Welfare Board; Mary Ingraham, president of the national board of the YWCA; Mrs. Leslie Glenn, member of the board of the National Girl Scouts; secretary, Charles Russell, member of the board of the national council of the YMCA. A coordinating committee, composed of two representatives from each of the seven member agencies, is chaired by Roy Sorenson, associate general secretary of the national council of the YMCA.

Anniversaries—The Seamen's Church Institute in New York this month celebrates its hundredth anniversary. Starting with a floating chapel in 1844, it has grown into the largest shore home in the world for active merchant seamen of all nationalities, races, and creeds.

The first of this month the Jewish Board of Guardians of New York City held an all-day conference marking its fiftieth birthday. Discussion at the meeting was concerned with the agency's program and activities, with the emphasis on the present-day focus of prevention or methods of finding and treating children's behavior difficulties before their problems become acute.

New Jobs—Allen T. Burns, former executive vice-president of Community Chests and Councils, Inc., has joined the staff of Russian War Relief as special campaign consultant. Mr. Burns left the three C's in January 1943, after twenty years of service, to become executive secretary of the National Budget Committee for War Appeals. . . . This month the *American Journal of Public Health* gets a new editor, C.-E. A. Winslow, professor of public health at Yale University. As editor of the journal, which is published by the American Public Health Association, Professor Winslow succeeds Dr. Harry Stoll Mustard. . . . Betty C. Wright has resigned from the American Society for the Hard of Hearing where she was executive director, to join the staff of the American Red Cross as consultant in the three army hospitals designated for the special care of deafened soldiers. . . . After twenty-eight years of service at Clinton Prison, Dannemora, N. Y., in capacities from guard to principal keeper, William Snyder has gone to Ossining, N. Y., to become warden of Sing Sing. He succeeds Robert J. Kirby, recently deceased.

Allied News-Photo

PIERCE ATWATER

The sudden death of Pierce Atwater, director of the Chicago Community and War Fund, from a heart attack last month at the untimely age of forty-seven, came as a shocking blow to his host of friends and admirers. In him, creative intellect, realistic vision, dynamic energy, and engaging personal qualities were combined to give a quality of leadership that would be rare in any field. Social workers and laymen from coast to coast will mourn his loss. Yet an enduring testimony to the impact of these qualities will long remain—in Wichita, St. Paul, and Chicago where he proved himself a true community leader; in the philosophy and practice of community organization, his chosen field; in the national councils of broader social movements including our own *Survey Midmonthly*, where his vision of opportunities ahead had moved him to take a leading role in the current campaign for its expansion. Because it was instinctive with Pierce Atwater to build for the future, his works will live after him.

Olive L. Whitson who, since her resignation last fall as co-director of Hudson Guild Neighborhood House in New York, has been serving as assistant director of the National Federation of Settlements, last month became a member of the staff of Powell House, New York, a hospitality center for refugees operated by the American Friends Service Committee. . . . Elizabeth Huntress succeeds Eva Whiting White, recently resigned as headworker of Elizabeth Peabody House, Boston. . . . Among the American Red Cross hospital aides recently to arrive in North Africa is Madeline Carroll, well known movie actress. Since her retirement from the screen, in September 1942, Miss Carroll has been national director of entertainment for the United Seamen's Service in New York. . . . In New York City, the Mayor's Committee on the Wartime Care of Children has a new supervisory nursery education consultant in Beatrice W. Robbins, former director of the child care center at the Hudson Guild Neighborhood House.

Houser—Lee F. Johnson has been appointed to the newly created office of executive vice-president of the National Public Housing Association. Under an expanded program, NPHA is opening an office in Washington to launch a dynamic educational program in relation to the need for slum clearance and low rent housing. Especially qualified to help this pioneer citizens' organization combat the rising tide of anti-public housing pressure groups, Mr. Johnson came to NPHA from the Federal Public Housing Authority, where he was assistant commissioner in charge of the management division.

Resignations—Because, for the first time in seventy years a criminal was recently given the death sentence in the state of Kansas, M. F. Amrine has resigned as warden of the Kansas State Penitentiary. Mr. Amrine has made the statement that he was not against capital punishment when he first took office thirty years ago, but that his subsequent acquaintance with criminals has taught him that they are "men with diseased and warped minds" that should be studied and treated by scientists. Said he: "Capital punishment does not in any way restore a loss. But it does confirm in the public mind that taking human life is compensation, which it is not, and promotes a killing motive."

Lincoln H. Howe has resigned as director of the public relations department of the Greater Boston Community Fund to join the staff of the John Price Jones Corporation, public relations organization. . . . Because she is unable to leave New York, Louise Leonard McLaren has resigned as director of the Southern School for Workers, Inc., which is moving its main office to Richmond, Va. She is succeeded by Brownie Lee Jones, who has had long experience in the workers' education movement.

The seven members of the Home Service social work administrative staff, Eastern Area, American Red Cross, resigned in mid-February, in protest against "policies and practices . . . proved unsound in actual operation in chapters." The difficulties came to a climax when a new manager came to the Eastern Area who, these social workers felt, "demon-

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strated antagonism to our professional staff and to our professional approach to our job." Those resigning were Emma F. Tyler, director, Elma H. Ashton, associate director, Dorothy Fritz and Elizabeth Glover, regional supervisors, Katherine Kendall, assistant to the director, Celia S. Deschin, Home Service field representative. They reported the situation to the American Association of Social Workers and the American Association of Psychiatric Social Workers. At this writing, neither professional body has made any statement on the matter.

Deaths

EMIL G. STEGER, on March 15, in St. Louis, Mo. Mr. Steger has been active in social work in St. Louis for the past twenty-one years: first, as executive secretary of the United Charities, then as general manager of the St. Louis Provident Association, and later, as director of the St. Louis Community Fund. For the past five years he has been director of the Social Planning Council of St. Louis and St. Louis County. Before going to St. Louis in 1923, he was executive secretary of the United Charities of St. Paul, Minn.

THE REV. WALTER MCGUINN, S.J., founder and dean of the Boston College School of Social Work. Among his other services in the social work field was membership on the Social Security Board's advisory committee on training and personnel and of the U. S. Children's Bureau advisory committee on Pan-American relations. Until his resignation recently because of ill health, he was chairman of the New England War Labor Board.

ELEANOR ROWLAND WEMBRIDGE, psychologist and writer, in Santa Monica, Calif., at the age of fifty. Formerly dean of women at Reed College, referee of the Juvenile Court of Cuyahoga County, Ohio, secretary of the Los Angeles County grand jury, Mrs. Wembridge will be long remembered by *Survey* readers as the author of outstanding books and articles on human behavior. Her gift with words was a *Survey* "discovery" and her early articles for *Survey Graphic* became vivid chapters in her books, "Other People's Daughters" and "Life Among the Lowbrows." Her later *Survey Midmonthly* series, "Behavior As It Is Behaved" (1936-7) presented and analyzed abstract psychological themes through "life occurrences," after the manner of law case books. All her writing, like her courtroom work, was illuminated by her knowledge, insight, and salty appreciation of human beings.

Readers Write

Army Social Workers

TO THE EDITOR: I read with interest Lt. Kahlert's discussion of the use of social workers in the army in his well written article, "I'm in the Army Now," in *Survey Midmonthly* for November 1943. However, he failed to mention the Special Service Division, which might be called the army's social welfare department. This division, specializing in recreation work, is using many professional social workers, of which I am one.

The division is charged with assisting commanding officers to maintain the mental and physical stamina of their troops for combat by providing:

1. Information by film, radio, and publication about the background of the war, and its progress in order to give the soldier an understanding of his own part in it.
2. Athletic and recreational programs and facilities for the planned use of the soldier's off-duty time.
3. Educational opportunities to supplement army training and lay the groundwork for an educational system during demobilization.
4. Research reports on conditions affecting morale.

Special Service is the division officially appointed to cooperate with civilian welfare agencies such as the USO and the Red Cross. It is also represented on the Joint Army and Navy Committee for Welfare and Recreation. Its welfare section renders services in connection with the Soldiers' and Sailors' Civil Relief Act of 1940, and is concerned with problems of soldiers' families, government insurance, military prisoners, civilian community activities, and war department morale. It maintains liaison with the Red Cross administration, national welfare agencies, and government agencies.

A special service officer, trained in the division's school at Lexington, Va., is assigned to each regiment overseas. He sees to it that every soldier in the front line area receives free each week cigarettes, matches, candy, soap, and reading material. He arranges for athletics, theatricals, and movies. In June 1943 movies were shown at 700 places in North Africa to an attendance of 2,251,695. There were shows as close as twenty-five miles to the firing line, and shows were playing in Sicily soon after the invasion began.

Special Service utilizes the skills of the athletic coach, physical educator, research worker, teacher, and many others besides those of the social worker. However, many social workers are finding real satisfaction in work in this division. They are doing an excellent job of maintaining a high state of morale, not only in this country, but also overseas.

LT. JETT O. SUNDERLAND
Army Air Corps

Rural Legal Aid

TO THE EDITOR: The volunteer system of free legal aid by individual lawyers is a hold over from pioneer days. While it deserves respect because of the professional idealism of the volunteers, it falls short of meeting modern needs for three reasons:

1. The average client with a meritorious case has too hard a time finding the willing lawyer.
2. The willing lawyer usually is limited in the amount of time he can spend on free service. He can hardly afford to keep open house.
3. The community at large has no way of judging the adequacy of the service available.

In large cities the answer to this problem is the organization of a modern legal aid society. In the rural areas such an expensive, elaborate and specialized organization is impracticable; nevertheless some organization is necessary.

The simplest form of organization for the rural county consists of a receptionist, full or part time, working in conjunction with a committee of volunteer lawyers. No separate office is necessary. The functions of such a receptionist are: to become known in the county as the person one goes to when in need of legal aid; to screen out ineligible applicants and refer the balance in rotation, or some other way, to the panel of participating lawyers; to keep simple records so that reports as to quantity, nature, and disposition of legal problems involved will be available.

If this type of organization spreads, its form will naturally vary considerably in different communities. But wherever it is adopted there will be a permanence to the legal aid service, and a desirable continuity.

The question is—what local agency is prepared to take the lead in setting up a simple service of this type?

JOHN S. BRADWAY
Director, Legal Aid Clinic
Duke University, Durham, N. C.

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Book Reviews

Handbook for Servicemen

MARCHING HOME, by Richard Hart. Arco Publishing Co. $2.75, cloth; $1.89, paper.

ACCORDING to its subtitle, this book constitutes a "Complete War and Postwar Handbook for Servicemen and their Families." In the first thirty chapters, the author presents, in considerable detail, factual data on two important subjects: "Problems of Demobilization," including a statement of government plans for demobilizing and rehabilitating members of the armed forces; and "Legal Problems" which accompany the period of military service. In the remaining pages, Mr. Hart offers a more generalized discussion, on an interpretive level, of questions which are uppermost in the minds of the serviceman and his family. Such questions range all the way from "How to Keep the Home Fires Burning" to "How to Advance in Military Service."

The chapters on demobilization and legal problems will probably have the greatest practical value for the average reader. The author offers a factual basis for the optimistic note sounded in his foreword which says: "Service in the armed forces is but an interruption in the ordinary routines of life; an interlude which will pass quickly." Therefore, "the time to plan for the return of our men and women in the service is *now*."

To do this planning successfully, he argues, the serviceman and his family must become familiar with existing programs relative to demobilization, rehabilitation and postwar employment. For the same reason, civilian and military persons alike should know about the legal implications of life — insurance, taxes, loans and the kinds and amounts of allotments available to servicemen and their families. Official application forms, with explanatory material, are reproduced exactly so that the reader can become familiar with both forms and procedures prior to the time when he has to use them.

In developing this section, the author was faced with the possibility that regulations and procedures will be changed between the time a manuscript is prepared and the time when it actually appears in print, and this has occurred in at least one instance. On the other hand, the discussion of government insurance is excellent. Technical details are presented in a way that makes them not only intelligible to the layman but leaves him with a feeling that these details are necessary and are devised for his protection.

The author keeps one idea constantly before the minds of his readers — that every man and woman who experiences military service will be different as a result of that experience. He or she will return to civilian life with a different outlook, a different point of view and a different set of values. Mr. Hart's plea to friends and relatives is that they "be aware of and sympathetic to" these changes and that they "know and concede that [the person so affected] will emerge from his period of service a much more matured and oriented individual in his own right."

Caseworkers may be uneasy over the rather superficial treatment of such questions as wartime marriages, the "other woman" situation, and the problems involved in A.W.O.L. Generally speaking, however, social workers, especially those in agencies that are not war-connected, will find the first part of the book a ready and usable source of information on the problems which are created for families and for individuals when a man is inducted into military service. Used as source material, the book can be of invaluable aid to professionals, as well as laymen, in helping other persons make the necessary adjustments to both civilian and military life.

MARY J. MCCORMICK
Associate Professor
Loyola University School of Social Work
Chicago, Ill.

On Fund Raising

HOW TO RAISE MONEY, by Charles W. Gamble in collaboration with Winona W. Gamble. Association Press. $3.

THIS BOOK REVIEWS THE VARIOUS ways in which money is raised for philanthropic causes, devoting special chapters to community chests, youth organizations, hospitals, churches, educational institutions, and other groups. However, it could hardly be called a manual on this subject. It fails to bring together clearly in one place the simple ABC's which apply to all fund raising—the basic principles that determine success or failure: leadership, organization, publicity. They are all in the book, but one reads to page 160 before he finds the clear and concrete statement that "Leadership in the committees responsible for money raising projects is the decisive factor in their success." This statement is in the chapter on "Clubs, Lodges, and the Grange."

The book is worth reading, nevertheless, by anyone who must raise money. Another's ideas on this subject are always worth having. Most repeated suggestions seem to be: conduct a survey; and consult counsel, either campaign or public relations. Both are good ideas—if, of course, the survey is objective and the counsel is competent.

There is in the appendix some excellent Boy Scout material, which Mr. Gamble evidently helped to develop. It would serve as a useful check list and guide to campaign leadership.

BENT TAYLOR
Community Chests and Councils, Inc.
New York

Religion and Casework

THE MISSING VALUE IN MEDICAL SOCIAL CASE WORK, by Claire A. Peugnet, B.S., M.S.S.W. School of Social Service, St. Louis University. $1.50.

THIS LITTLE BOOK IS A STUDY OF THE missing value in generic social casework, and not in medical social casework, as the title implies. Only the last of the five chapters treats exclusively of medical social casework, and that, too, has generic meaning.

Clearly, the author wrote this book for four possible audiences. First, for those caseworkers who are steadily looking for new light on a young, growing practice; second, for those non-Catholic as well as Catholic social workers, who in treating the palpable and physical man, subordinate their own beliefs as personal and irrelevant, thus "dividing life into two boxes for professional practice and personal belief"; third, for those Catholic social workers who "have too small a reasonable grasp on their beliefs to be able to recognize or formulate for themselves, or to communicate their ideas convincingly to others"; and fourth, for those who know that it is a far cry from grasping their own beliefs to translating them into effective service.

The missing value in medical social work is demonstrated as missing through thorough examination of the best in casework literature. The references to "religion" in casework books and articles can be counted on the fingers of both hands; while the word "spiritual" is used therein frequently, but with great vagueness.

The contribution of this book is its provision of a framework of religious philosophy into which casework's understanding of man and its method of treatment can fit without mutilation, and within which it can make better and more lasting "sense." Disciples of the leading analysts have made frames of reference for casework, but this has not been done in book form by any Catholic writer before, so far as this reviewer knows.

Through reference to Catholic litera-

(All books ordered through Survey Associates, Inc., will be postpaid)

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Early Comments on "Juvenile Delinquency"

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COMMENTS on the March *Survey Midmonthly,* special number devoted to Juvenile Delinquency, indicate we have rung the bell.

In these days of severe paper rationing, *The New York Times* devoted eighteen inches to a summary of several articles, calling the number "a comprehensive study."

Ruth A. Matson, executive assistant of the Child Study Association of America, recommends it as a "practical guide for those interested in stamping out delinquency."

Ernest L. Reeker, County Judge, Madison County, Nebraska, writes "I am at present delivering a series of radio broadcasts on the general subject of Juvenile Delinquency and Courts and plan to quote your publication."

David W. Armstrong, executive director, Boys' Clubs of America, writes "this is to congratulate you on the Juvenile Delinquency number of *Survey Midmonthly.* I especially like the fact that constructive activity and leadership are given recognition as an important factor."

Raymond F. Clapp, principal assistant director, The Board of Public Welfare of the District of Columbia, calls the number "a remarkable contribution."

Kathryn G. Pilgrit, executive secretary of the Upper Darby Township Family Association, informs us "we have just formed a Juvenile Delinquency Committee to study delinquency at its sources—and are using the March *Midmonthly* as a textbook for each member of the Committee."

Nell Whaley, State Department of Public Welfare of Kentucky, writes us "the grand March *Midmonthly* came this morning and I went flying through it. . . . That gave me time to tell the assembled council members (36) about the issue and urge that they give me their names and addresses and quarters to send for this special edition."

The March number of *Survey Midmonthly* contends that something can be done about the wartime rise in delinquency among young people. The moment has come for immediate and vigorous action by groups from every part of the country—no matter how difficult the conditions. A beginning must be made now on a positive program in the light of emergency conditions. In brief, it is a challenge to concerted action now and after the war.

The contributors include Katharine F. Lenroot, Austin H. MacCormick, Bradley Buell, Eliot Ness, Kathryn Close, Genevieve Gabower, Sheldon and Eleanor Glueck.

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ture, the author widens out the conventional concept of religion beyond that of "church," and describes it as a way of life which gives focus and direction and motivation to man's actions and behavior. Charity is described as not to be confused with "charities," but as a gift and the basis of "relationship." The nature of man's needs beyond, though bound up with, his conventional physical, intellectual, social and emotional needs, must, the author points out, be the object of the caseworker's study if she is to be a real instrument for his treatment.

Through parallel reference to both casework and Catholic literature, the author deals one by one with the important casework concepts of self-determination, individualization, growth, personality development, rights, and relationship, and enhances them with additional meaning. But there are a few places where the reader waits in vain for her to say what seems to be trembling on her lips.

The failure to hit the nail on the head at all times need not detract from the usefulness and interest of the book. It is a sincere, scholarly piece of work. The difficulty is that the author has to deal constantly with abstractions, and caseworkers always long for concrete demonstrations of application in clinical studies. Perhaps these will follow.

ANNA E. KING
Fordham University School of Social Service

Styles for Statistics

HANDBOOK OF TABULAR PRESENTATION: How to Design and Edit Statistical Tables. A Style Manual and Case Book, by Ray Ovid Hall, Ronald Press. $3.50.

AS THE WORLD GROWS SMALLER AND events that matter to us individually become a common concern of millions of persons, many important facts can best be told in figures. Tables are no longer the exclusive language of experts. A statistical table can show quickly and precisely what can be said only in thousands of words of text. The title of this book suggests welcome help to anyone working in an area where guides now are almost lacking.

Actually, the book does not wholly live up to its title, for the emphasis is chiefly upon editing, with little on design. This lack in turn limits the discussion of editing, for too little is said of the need to be guided by the specific purpose and setting of a table, that is, by consideration for the particular facts to be stressed, the readers for whom it is intended, and the medium through which it will be issued—printing, processing, or typewriting; in a periodical, book, or single release. As a result, some of the author's principles and rules for editing are unduly dogmatic.

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Most of the illustrations are from government publications, to give a minor example, yet some precepts contravene style rules of the U. S. Government Printing Office by which federal table-makers are bound. In its enthusiasm, concreteness, and many sensible suggestions, the book is a good beginning in a field with which an increasing number of persons, including many more than the technicians, are or should be increasingly concerned.

MARY ROSS
Chief, Division of Publications and Review, Social Security Board

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All About Food

MAN'S FOOD: ITS RHYME OR REASON, by Mark Graubard. Macmillan. $2.50.

FOOD "CRISIS," by Roy F. Hendrickson. Doubleday, Doran. $2.50.

FOOD, by Frank A. Pearson and Don Parlberg. Knopf. $2.75.

THE FIRST TWO OF THESE BOOKS WERE written by officials of the Food Distribution Administration of the War Food Administration. Each deals with current food and nutrition problems in the United States, the first as its major theme and the second more incidentally. At this point the resemblance between them ceases. The difference in emphasis and approach testifies to the complexity of food and nutrition problems that our country is facing.

From his point of vantage as director of the United States Food Distribution Administration, Mr. Hendrickson presents, unofficially, a factual account of the present food situation in the United States and the factors involved in the rapid transition from embarrassing surpluses to supplies so close to actual needs as to necessitate planned distribution. He discusses what has been accomplished to date in meeting the needs of the many claimants on America's food production and what still remains to be done during the war and the postwar period. There are illuminating comparisons: on the one hand, between conditions in this country in World Wars I and II; and on the other, between present day United States, Great Britain, and Germany. Reminding us that generous stocks of staple foods at the beginning of the war and a subsequent series of excellent crop years have played important parts in keeping us well fed so far, the author emphasizes the continued importance of expert food management. The book is so readable that few will miss its concluding sentences: "The war that takes things away from us at the very time we can afford to buy them should not be followed by a peace in which we have the ability to produce what we want without the ability to distribute that abundance. This need not be, unless we let it."

Dr. Graubard, who has been in charge of labor education in the nutrition programs branch of the Food Distribution Administration approaches the subject of man's food from the standpoint of anthropology. He maintains that the popular interest in the science of nutrition offers the opportunity to substitute science for tradition as the basis for food habits, but that the change will come about only if those in the vanguard of the people's nutrition movement have as much appreciation of the psychological and social aspects of eating as of the science of nutrition *per se*.

The general plan of the book is to review first the part that each of the major groups of food (meat and fish, bread and cereals, and so on) has played in the diet of primitive man and then to consider the place that each might well have in our own diet in the light of its contribution to our nutritive requirements. The first part of these chapters on the food groups brings together many fascinating bits of information. The readers with more than average curiosity may well wish for more guidance as to sources than the undocumented manuscript furnishes. The sections dealing with nutritive values include information that has been presented so much more accurately and readably in several other books that the author would have done well to stick to his anthropological last.

The authors of "Food," which has a much narrower scope than its all-inclusive title would indicate, are a professor of prices and statistics at Cornell University and an unidentified junior collaborator. These self-styled "devil's advocates" take issue with the framers of national policies for the production, pricing, and rationing of food. They recommend freely fluctuating prices as the best means of stimulating maximum production of food and of keeping demand within bounds. This reviewer does not find the argument convincing, in spite of its sprightly presentation. The book is interesting, however, and should be read in conjunction with the other two.

MARJORIE M. HESELTINE
Washington, D. C.

Hidden Roots

HANDLING PERSONALITY ADJUSTMENT IN INDUSTRY, by Robert N. McMurry. Harper $3.

IN THIS BOOK THE AUTHOR APproaches labor relations as a matter of personality adjustment. He uses an eclectic psychoanalysis to analyze situations, executives, employes, and labor unions as causes of labor problems. Many "solutions" of industrial difficulty fail, he shows, "because the roots . . . are hidden and, in addition, extend back over many years."

He spares no feelings in showing the weaknesses of top management on one hand, and of unions on the other.

I judge the book to be sound and a contribution, but I fear that those who could profit most by it will dismiss it with a wave of the hand. There is a real need for a book on the same subject matter written especially for the ken of the foremen. DONALD A. LAIRD
Consulting Industrial Psychologist
Middle Haddam, Conn.

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CASE WORKER—in family service and child placement departments by Jewish Agency where staff members participate in community planning and extension of service to meet wartime needs. Good opportunities for advancement. Salary range $1760.00 to $2760,00, plus 17% additional while prolonged work week of 44 hours is in effect. 7957 Survey.

PAROLE OFFICER—New York. Must have at least bachelor's degree. Provisional positions replacing men on military and other leaves. Must be New York State residents. Vacancies now exist in New York City. Others may occur in Buffalo, Albany, etc. Beginning salary, $2400.00, plus $180.00 war emergency compensation. Send full background of education, experience, draft status, to David Dressler, 547 Broadway, Albany 1, N. Y.

WANTED—Head program worker for teen-age canteen, large middle western city. Training and experience essential. Work will interest person who likes to experiment and create. Write 7959 Survey.

Wanted—Catholic graduate social worker for position of intake supervisor for Catholic Charities agency in the Middle West. Position involves central intake for family and child care agency. 7947 Survey.

Catholic Child Welfare case worker needed in Midwestern agency. Must have at least one year graduate training and some experience. Position open to male or female applicants. Salary according to qualifications and experience. 7948 Survey.

Family Division of Midwestern Catholic agency needs fully trained case worker. Salary according to qualifications and experience. Excellent working conditions. 7949 Survey.

COUNSELORS — mature, experience, nature, swimming, athletics, work shop, dramatics and general. Write full details:—Camp Echo Lake, 2865 University Avenue, Bronx 63, New York.

SUPERVISOR—to be in charge of family service or child placement department of multiple service case work agency, which is extending program to meet current needs. Excellent opportunity for supervision, administration, community organization. Salary range $2400 - $3500 with 17% additional while prolonged work week of 44 hours is in effect. 7961 Survey.

SITUATIONS WANTED

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Young man, 30, draft exempt, M.S. in social service, 4½ years case work and community organization, desires position involving some administrative or organizational aspects. 7951 Survey.

College trained woman, experienced in secretarial, tutorial and supervisory work, volunteers services July, August in well-run children's institution, preferably for difficult boys. 7964 Survey.

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Directory of Social Organizations (cont.)

Health

NATIONAL JEWISH HOSPITAL AT DENVER, 3800 East Colfax Ave., Denver, Colorado, Samuel Schaefer, Executive Secretary, Chas. J. Kaufman, M.D., Medical Director. Free, non-sectarian for needy tuberculous adults and children (kosher dietary). Maintains children's preventorium. Medical, educational, vocational, occupational, psychological, psychiatric and social services. Esther Cohen, director of Social Service and Vocational Therapy. Applications, New York area: 19 West 44th St., Philip Houtz, director; Philadelphia area: 1103 Widener Building, Harold Greenspun, director; Chicago area: 30 North La Salle St. Other applications through local Jewish Federation and Welfare Funds or direct to Hospital.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—1790 Broadway at 58th St., New York. Ruth Houlton, R.N., Gen. Dir. Advisory Service, statistics, monthly magazine, Public Health Nursing.

NATIONAL TUBERCULOSIS ASSOCIATION—1790 Broadway, at 58th St., New York, Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

PLANNED PARENTHOOD FEDERATION OF AMERICA, INC. (formerly Birth Control Federation of America)—A clearing house cooperating with social workers in referring mothers to medically directed birth control clinics in 42 states, including 20 centers in Greater New York. In areas lacking centers, qualified physicians are available. Phone or write: 501 Madison Avenue, New York City. WIckersham 2-8600. Honorary Chairman, Margaret Sanger. President, J. H. Upham, M.D.; National Director, D. Kenneth Rose; Medical Director, Claude C. Pierce, M.D.

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Social Work Personnel

SOCIAL WORK VOCATIONAL BUREAU, 122 East 22nd Street, New York City. National placement and counseling service in case work fields. Membership organization for social workers and agencies. No placement fee. Louise C. Odencrantz, Director.

SOCIAL SECURITY

AMERICAN ASSOCIATION FOR SOCIAL SECURITY, 22 East 17th Street, New York 3, N. Y., (Algonquin 4-3198). Harvey Lebrun, Acting Executive Director. A non-profit, non-partisan organization of experts and laymen interested in the adoption, improvement and extension of sound social security measures for the people of America, especially in the field of health insurance, unemployment compensation, old age and survivors' insurance, public assistance, etc. Cooperates with consumer, labor, employer, civic welfare, farm and other groups; distributes educational material; helps in organizing conferences and public meetings. Aids in the formulation of programs and the preparation of literature. Promotes constructive legislation and improvements in legislation and administration. Issues Social Security, a magazine of news and opinion for contributors, students, and leaders in this field—$3.00 per year; special rates on quantity orders for clubs, classes and other groups. Bibliography of available literature in this field, free on request.

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DIRECTORY OF SOCIAL ORGANIZATIONS

Child Welfare

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BOYS' ATHLETIC LEAGUE, INC., 70 Fifth Avenue, New York 11, N. Y. Coordinates the athletic work of 100 Boys' Clubs, Settlement Houses and Community Centers in Greater New York. Gustavus T. Kirby, Honorary President; Judge Raphael P. Koenig, President; Robert E. McCormick, Treasurer; Willard L. Kauth, Director. Sponsors the Benjamin Harrison Recreation Center, 657 Tenth Avenue, the Theodore Roosevelt Recreation Center, 698 Tenth Avenue, The Lincoln Recreation Center, 235 West 113 Street, The Tot Lot, 422 West 49th Street, Camp Sebago, Camp Wakonda and Camp Orenda in the Interstate Park.

BOYS CLUBS OF AMERICA, INC., 381 Fourth Avenue, N.Y.C.—David W. Armstrong, Exec. Dir. A national organization. Serves member Clubs in programs, activities, methods, financing. Organizes new Clubs. BoysclubBs prepare boys for responsibilities of citizenship. Activities include recreation, physical and health training, vocational training and guidance, and character building under leadership. Work with boys from low income areas.

BOY SCOUTS OF AMERICA, 2 Park Ave., N.Y.C. Inc. in 1910 & chartered by Congress in 1916 to develop character in boys & train them in citizenship. Programs: Cubbing, boys 9-11; Scouting, 12 and older; Senior Scouting, 15 years and older, available locally through sponsorship by schools, churches, fraternal orders, civic groups, etc. Walter W. Head, Pres., Dr. Elbert K. Fretwell, Chief Scout Executive.

CHILD WELFARE LEAGUE OF AMERICA—130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worthwhile results in phase of child welfare in which they are interested.

THE NATIONAL SOCIETY FOR CRIPPLED CHILDREN OF THE U. S. A., INC., Elyria, Ohio. E. W. Palmer, Kingsport, Tenn., President; E. Jay Howenstine, Executive Secretary. Promotes organization of national, state, provincial and local societies for crippled children. Aids in development of their programs. Assists in drafting and securing the passage of legislation in behalf of cripples. Maintains a Bureau of Information with loan library service. Conducts yearly an Easter Crippled Children Seal Campaign. Bulletins: "The Crippled Child" magazine, bimonthly, $1 a year.

THE SAVE THE CHILDREN FEDERATION, INC., 1 Madison Avenue, New York, founded in 1932 for relief, guidance, and welfare of underprivileged children in neglected areas in this and other countries on non-sectarian and non-racial principles. Organization is working in the United States through local County and Community Committees, and rural social welfare workers, and overseas through affiliations with well established welfare groups. Invites interest and cooperation. Literature on request.

Community Chests

COMMUNITY CHESTS AND COUNCILS, INC., 155 East 44th Street, New York. Information and consultation about cooperative planning and financing of social work through chests and councils of social agencies.

Education

NATIONAL WOMAN'S CHRISTIAN TEMPERANCE UNION, 1730 Chicago Avenue, Evanston, Ill., organized in every state, with 10,000 local auxiliaries, presents a program of alcohol education and Christian Citizenship, with which every interested person is invited to assist. Total abstinence from alcoholic beverages and dues of $1.00 per year are the basis of membership.

Family Living

ASSOCIATION FOR FAMILY LIVING, THE. Resource in child guidance, marriage and family relations. Speakers, counseling, library and materials in youth and parent education. 209 S. State St., Chicago.

THE AMERICAN INSTITUTE OF FAMILY RELATIONS (inc. 1930), directed by Paul Popenoe. Public education, personal service, research. Write for list of publications. 607 S. Hill St., Los Angeles, Calif.

Blind

AMERICAN FOUNDATION FOR THE BLIND, INC.—15 West 16th Street, New York. A national organization conducting research and field service. Library. Mechanical appliances for the blind. M. C. Migel, President; Robert B. Irwin, Executive Director.

Foundations

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—Shelby M. Harrison, General Director, 130 E. 22nd St., New York. Departments: Arts and Social Work, Charity Organizations, Consumer Credit Studies, Industrial Studies, Library, Social Work Interpretation, Social Work Year Book, Statistics, Surveys. The publications of the Russell Sage Foundation, offers to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

THE GOLDEN RULE FOUNDATION—Incorporated March 1929 by special act of the Legislature of the State of New York, serves the American public as "a people's foundation," rendering to the average citizen a service similar to that rendered to their respective founders by well-known private foundations. Funds may be contributed as (a) Unconditional gifts, (b) Conditional or designated gifts, (c) Memorial gifts and funds, (d) Gifts on the annuity plan, (e) Private benevolent funds, (f) Bequests by will. Charles V. Vickrey, President, 60 East 42nd Street, New York, N. Y.

Industrial Democracy

LEAGUE FOR INDUSTRIAL DEMOCRACY—Promotes a better understanding of problems of democracy in industry through its pamphlets, research and lecture services and organization of college and city groups. Executive Director, Harry W. Laidler, 112 East 19th Street, New York 3, N. Y.

Recreation

NATIONAL RECREATION ASSOCIATION—315 Fourth Ave., New York City. To bring to everybody in America, young or old, an opportunity to find the best and most satisfying recreational use of leisure time through participation in music, drama, sports and games, arts and crafts, nature activities; and to help secure adequate playground, recreation centers, swimming pools, beaches, athletic field and other recreational facilities.

Penology

THE OSBORNE ASSOCIATION, INC., 114 East 30th Street, New York, N. Y. Telephone CAledonia 5-9720-9721. Activities:—Collects information about correctional institutions and works to improve correctional methods and standards. Aids released prisoners in their problems of readjustment by securing employment and giving such other assistance as they may require. Austin H. MacCormick, Exec. Dir.

National Conference

NATIONAL CONFERENCE OF SOCIAL WORK—Elizabeth Wisner, President, New Orleans; Howard R. Knight, Secretary, 82 N. High St., Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting and issues a quarterly Bulletin. This year the Conference will be held in Cleveland, Ohio—May 21-27. Proceedings are sent free of charge to all members upon payment of a membership fee of $5.

National Red Cross

THE AMERICAN RED CROSS—Administered through National Headquarters in Washington, D. C., and five Area offices in San Francisco, St. Louis, Atlanta, New York City, and Alexandria, Va. There are 3756 local Chapters organized mostly on a county basis. Services of the Red Cross are: Disaster Relief and Civilian War Aid, First Aid, Water Safety and Accident Prevention, Junior Red Cross, Medical and Health Service, Nursing Service, Services to the Armed Forces, Volunteer Special Services, Blood Donor Service, Nutrition Service, and War Relief Production Service.

Public Administration

AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION, 1313 East 60th Street, Chicago 37, Illinois. To advance the science of public administration and to facilitate the exchange of knowledge and experience among persons interested or engaged in the field. Official quarterly journal, Public Administration Review, presents various views on management and administrative regulation, reviews significant books and public documents to keep readers informed on current opinion and practices in public administration.

Religious Organizations

HOME MISSIONS COUNCIL OF NORTH AMERICA—297 Fourth Ave., New York City. The inter-denominational home mission body of 23 denominations. Executive Secretaries, Edith E. Lowry, Mark A. Dawber; Migrant Supervisors: Western, Mrs. F. E. Shotwell, 3330 West Adams Blvd., Los Angeles, Calif.; Mid-Western, Miss Helen White, 203 North Wabash Ave., Chicago, Ill.

JEWISH WELFARE BOARD, 220 Fifth Avenue, New York City. Frank L. Weil, President; Max Wilner, Treasurer; Joseph Rosenzweig, Secretary; Louis Kraft, Executive Director. A national agency serving as parent body for Jewish Community Centers, YMHAs, etc., and providing welfare, religious and social activities for soldiers and sailors and other members of defense forces. A member of the United Service Organizations.

NATIONAL BOARD, YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS, 600 Lexington Ave., New York City. An international Christian woman movement devoted to service for women and girls and the attempt to help build a society in which the abundant life is possible for every individual.

NATIONAL COUNCIL OF JEWISH WOMEN, INC.—1819 Broadway, New York City. Mrs. Maurice L. Goldman, President; Mrs. Karl J. Kaufmann, Chairman Ex. Com.; Miss Flora R. Rothenberg, Ex. Dir. Organization of Jewish women initiating and developing programs and activities in service for foreign born, peace, social legislation, adult Jewish education, and social welfare. Conducts bureau of international service. Serves as clearing bureau for local affiliated groups throughout the country.

NATIONAL COUNCIL OF YOUNG MEN'S CHRISTIAN ASSOCIATIONS—347 Madison Ave., New York City, 1187 local Associations federated for Christian leadership and citizenship training among young men and boys.

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Professional Education for Social Work

For positions of responsibility in social work, professional education is essential. The following schools constitute the membership of the American Association of Schools of Social Work. Schools offering a curriculum of one year are indicated by *. Schools not so marked offer two years or more. Correspondence with individual schools is recommended. For information regarding the Association address the Secretary, Miss Leona Massoth, 1313 East 60 Street, Chicago 37, Illinois.

ATLANTA UNIVERSITY SCHOOL OF SOCIAL WORK
247 Henry St., S.W., Atlanta, Ga.
Forrester B. Washington, *Director*

BOSTON COLLEGE SCHOOL OF SOCIAL WORK
126 Newbury Street, Boston, Mass.
Dorothy Book, *Acting Director*

BOSTON UNIVERSITY, SCHOOL OF SOCIAL WORK
84 Exeter St., Boston, Mass.
Richard K. Conant, *Dean*

BRYN MAWR COLLEGE, Bryn Mawr, Pa.
Carola Woerishoffer Graduate Dept. of Social Economy and Social Research
Mildred Fairchild, *Director*

UNIVERSITY OF BUFFALO SCHOOL OF SOCIAL WORK
25 Niagara Square, Buffalo 2, New York
Niles Carpenter, *Dean*

UNIVERSITY OF CALIFORNIA, Berkeley, Calif.
Department of Social Welfare
Harry M. Cassidy, *Director*

CARNEGIE INSTITUTE OF TECHNOLOGY
Department of Social Work, Pittsburgh, Pa.
Mary Clarke Burnett, *Head of Department*

CATHOLIC UNIVERSITY OF AMERICA
School of Social Work, Washington, D. C.
Rev. Thomas E. Mitchell, *Dean*

UNIVERSITY OF CHICAGO, Chicago, Ill.
School of Social Service Administration
Helen Wright, *Dean*

UNIVERSITY OF DENVER, Denver, Colorado
School of Social Work
Florence W. Hutsinpillar, *Director*

FORDHAM UNIVERSITY SCHOOL OF SOCIAL SERVICE
134 East 39th Street, New York, N. Y.
Miss Anna E. King, *Dean*

*THE SCHOOL OF SOCIAL WORK OF THE UNIVERSITY OF HAWAII, Honolulu, Hawaii,
Ferris F. Laune, *Director*

*HOWARD UNIVERSITY, Washington, D. C.
Graduate Division of Social Work
Inabel Burns Lindsay, *Acting Director*

INDIANA UNIVERSITY, Indianapolis, Indiana
Training Course for Social Work
Louis E. Evans, *in charge*

*LOUISIANA STATE UNIVERSITY, Baton Rouge, La.
School of Social Welfare
Earl E. Klein, *Director*

UNIVERSITY OF LOUISVILLE, Louisville, Ky.
Graduate Division of Social Administration
John J. Cronin, *Director*

LOYOLA UNIVERSITY SCHOOL OF SOCIAL WORK
28 North Franklin Street, Chicago, Ill.
Roman L. Haremski, *Acting Dean*

UNIVERSITY OF MICHIGAN, Curriculum in Social Work, 60 Farnsworth Ave., Detroit, Michigan
Robert W. Kelso, *Director*

UNIVERSITY OF MINNESOTA, Minneapolis, Minn.
School of Social Work
Gertrude Vaile, *Associate Director*

THE MONTREAL SCHOOL OF SOCIAL WORK
3600 University St., Montreal, Canada
Dorothy King, *Director*

NATIONAL CATHOLIC SCHOOL OF SOCIAL SERVICE
2400 19th Street, N.W., Washington, D. C.
Rev. Lucian L. Lauerman, *Director*

UNIVERSITY OF NEBRASKA, Lincoln, Neb.
Graduate School of Social Work
Frank Z. Glick, *Director*

THE NEW YORK SCHOOL OF SOCIAL WORK of Columbia University
122 East 22nd Street, New York 10, N. Y.
Walter W. Pettit, *Director*

UNIVERSITY OF NORTH CAROLINA, Division of Public Welfare and Social Work, Chapel Hill, N. C.
Roy M. Brown, *Director*

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*UNIVERSITY OF OKLAHOMA, Norman, Oklahoma
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18 Somerset Street, Boston, Mass.
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Leonard W. Mayo, *Dean*

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Department of Social Work
E. M. Sunley, *Head of Department*

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Richmond School of Social Work, Richmond, Va.
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